



UNTOKENING

2020 Strategic Planning Process

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EXECUTIVE SUMMARY

After four years of producing national gatherings, online conversations and advocacy resources, **2020 has been a year of planning and reflection for the Untokening.** Through a year-long strategic planning process we paused to consider what we have learned, gather our network online for discussion and planning, and chart our future initiatives.

Key Learnings

Through a year-long strategic planning process, we identified the following key learnings:

- » **The Untokening has been transformative for its participants.** It has built connections, helping many BIPOC folks feel supported and less alone, while elevating and bringing attention to mobility justice and amplifying BIPOC perspectives in national conversations about transportation and mobility.
- » While the Untokening is rooted in Black-led movements, it has not always been clear in our history and narrative, or in our gatherings that Black leadership is central to the Untokening. We must **clarify our narrative and create space for Black folks** to show up, lead and hold us accountable.
- » **Police abolition has been a core element of our Mobility Justice Principles** and organizational DNA from the first gathering in 2016. Now is the moment to lift up this part of our work and identify campaigns to bring the Untokening into the national conversation about defunding the police.

Next Steps

Based on these learnings we have identified the following initiatives for the next 1-2 years:

- » **The Black Gathering** will bring together Black leaders and members of the Untokening network to connect, build community and hold space.
- » We will create a timely and strategic campaign to mobilize **police abolition and defunding police** within the mobility justice movement, building on mobility justice principles.
- » We will seek to **re-name the project** to clearly articulate that our aspirations go far beyond *not being tokenized*; our work is about liberated movement for BIPOC and other marginalized communities.
- » We will continue to create opportunities for BIPOC and members of other marginalized groups working around mobility justice to connect nationally, with **online convenings** in 2021 and a possible return to **in person gatherings** in 2022.
- » We will assess the needs and develop a program to support BIPOC mobility justice leaders' to **build their leadership capacity.**

Building Capacity

To accomplish these tasks and initiatives over the next two years we need to grow the capacity of the Untokening, particularly in terms of leadership and fundraising. We will also need to create more structure in terms of committees or working groups, retaining the combination of collectivity/ shared leadership and autonomy that has made the Untokening successful over the past four years.

WHO WE ARE

The Untokening is a multiracial network serving folks involved with transportation, mobility and mobility justice whose lived experience is marginalized based on being Black, indigenous, a person of color, queer, trans, woman, femme, youth, elder, disabled, and in so many cases occupying multiple marginalized identity locations.

- » At our four **national gatherings**, 75% or more of the participants and presenters have been BIPOC.
- » The **group of leaders assembled** for the online strategic planning gatherings and process were more than 90% BIPOC.
- » Of our **strategic planning survey respondents**, 55% identified as BIPOC and 45% identified as white.

The Untokening Collective operates on a shared leadership model. Our core organizing group makes decisions by consensus and decentralized structures. Our gatherings are led by local coordinators and committees with a great deal of autonomous decision making authority.

The Untokening Collective operates with the following values:

- » **Shared leadership** that includes both collective and autonomous decision making
- » **Transparency and accountability** to the larger network, especially to Black folks
- » **Creating space to connect** in community, build the mobility justice movement, and share content, that centers BIPOC experience



From left: Anthony Taylor, René Rivera and Lynda Lopez, core organizing team members at Untokening Durham 2019

OUR APPROACH to Strategic Planning

In March 2020 the Untokening Core Organizing team kicked off a strategic planning process that included the following:

- » We **surveyed** our network, putting out the call to folks on our email list and social media channels for input on our national convenings, webinars, and resources.
- » We interviewed **supporters and stakeholders** over the phone.
- » We compiling other documents including **programs and evaluations** from each of our national convenings.
- » We assembled a group of 16 key leaders for **three online meetings** to steer our direction in the coming years.

Engaging in this planning process in the midst of a pandemic and uprising has resulted in some reflections and learnings on strategic planning as a process. A few insights that came up in our planning conversations included: that strategic planning itself has its origins in military conquest and colonialism; that strategic planning has limitations in times of uncertainty and change; and that in a moment when so much of our world is coming apart and being rebuilt it doesn't make sense to make long term plans.

Responding to these insights we have focused on clarifying who we are and how we articulate our organizational identity, where we come from (our history and lineage), and the ways we are called to respond to this historical moment. For this reason we have not developed strategic goals or a timeline beyond the coming year to two years. This plan is designed to decolonize this planning process as much as possible, and to help us to be responsive to this moment, and to build an organization that can respond to the future that is emerging.

HISTORY of Untokening and Mobility Justice

Our Origin Story

The Untokening and the mobility justice concept emerged from a years-long thought collaboration among a multiracial group of bicycle advocates across the U.S. In particular, Black-led movements such as Red, Bike, and Green, the National Brotherhood of Cyclists, networks of Major Taylor clubs, and United Cycling Voices had created a conversation that key individuals aimed to advance through creating an Equity Initiative at the League of American Bicyclists in 2012. This bike equity effort was also shaped by the union of earn-a-bike programs growing as the Youth Bike Summit and other activists highlighting the experiences of immigrant bicycle users, young people, LGBTQIA people, and women.

This multiracial, multigenerational, and gender-diverse network aimed to bring the equity concept championed by civil

rights organizations, such as PolicyLink, into the field of active transportation. Through 2013-2015, the active transportation equity thinkers coordinated with similar efforts based in the fields of pedestrian safety, public health, and transit justice.

By early 2016, many of the folks who had met through this work had moved on to other professional settings beyond the white-led active transportation advocacy world. Black-led movements such as Slow Roll and Oboi Olatunji Reed's Equiticity project were expanding the possibilities of community-based active transportation. Through overlapping conversations, *Naomi Doerner, Anthony Taylor, Adonia Lugo, zahra alabanza, and Carolyn Szczepanski* recognized that we had the opportunity to organize our shared concerns into a collective voice, most urgently in making

a connection between police violence and street unsafety for Black, brown, and immigrant communities. At the same time, we had little interest in creating a competitor non-profit organization to fill the leadership gap in national active transportation policy and advocacy. We decided to experiment with hosting our own space to build a movement, apart from the emotionally draining work of operating within white-led institutions.

November 2016 saw the first Untokening convening in Atlanta and the adoption of the term "mobility justice" to describe our shared movement. In addition to the people named above, *Sahra Sulaiman took a leadership role on communications and Sarah McCullough co-led agenda planning and facilitation. The steering committee included Mychal Tetteh, Ed Ewing, Jordyne*

Krumroy, Nedra Deadwyler, Neil Walker, Monique G. López, Keith Benjamin, Hamzat Sani, Tamika L. Butler, Chema Hernández Gil, Do Lee, Whitney Fuller, Lo Kling, Liz Cornish, Veronica Davis, Shawn Deangelo Walton, Brent Brewer, Timberley Jones, and Adrian Lipscombe.

The participants in Untokening Atlanta provided the material for what became the Untokening 1.0 Principles of Mobility Justice, which were developed in a yearlong process by *Adonia, Naomi, Sahra, Do, Sarah, and Carolyn*. The wide dissemination and influence of the 1.0 Principles since we released them at the end of 2017 has shown the utility of a collective voice calling for a broader definition of street safety that includes rather than excludes marginalized communities.



From left: Untokening co-founders zahra alabanza, Carolyn Szczepanski, Adonia Lugo, Naomi Doerner, and Anthony Taylor at Untokening Atlanta 2016



From left: Sahra Sulaiman, Tamika L. Butler and zahra alabanza at the opening of Untokening Atlanta 2016

For capacity reasons and because the mobility justice concept is best interpreted by local BIPOC thinkers, the Untokening has stayed away from consulting to operationalize mobility justice in particular cities. Instead, we have carried out annual convenings and online learning events to welcome more BIPOC (and occasionally white accomplices) into the collective conversation. Untokening California took place in Los Angeles in November 2017, co-organized by *Adonia, zahra, and Rachel Horn* (along with many advisors and the other co-founders).

René Rivera joined the core organizing committee in early 2018 and provided much of the support for Untokening Detroit that fall,

with local leadership from *Heather Nugen and Lex Draper. Grace Kyung and Lynda Lopez* joined the core organizing committee in early 2019, and along with René again in a key support role, contributed to planning for Untokening Durham. Local leadership for Untokening Durham came from *Aidil Ortiz, Angel Iset, and others.*

It has been our practice to ensure that there is a BIPOC majority at our events, but the core organizing principle has been to create a welcoming space composed by and for individuals with a lived experience being part of marginalized groups. Beyond discrete racial identities, many of our participants live with intersectional identities, being mixed, and looking for ways to build bridges. For this

reason, it may make more sense to define The Untokening as a multiracial project, rather than a BIPOC one.

Joining the practice-based concept of mobility justice we have developed with theoretical understandings of mobility justice (see sociologist Mimi Sheller's 2019 book *Mobility Justice*), now we seek to connect the scale of unsafety in urban streets with the history of movement traditions in broader context of forced mobility, fleeing from persecution, and economic migration. We are clarifying that ancestries of forced migration qualify communities to demand mobility justice. We seek to define the sustaining cultural practices gifted by these legacies that

maintain a sacred continuity with the past. Sustainable transportation sparked the conversation, but we feel the roots in migration, forced migration, history, healing, and the dream of a better life. The eurocentric, capitalist, and industrialist transportation paradigm for mobility was not created to benefit our communities.

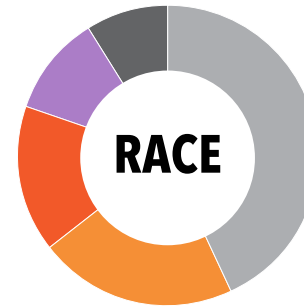
How do we start to articulate and own that it is our liberation we choose to think about? The mobility justice movement vibrates and expands our collective future centered in Black freedom and autonomy, self determination for marginalized communities, and reciprocal relationship with Indigenous knowledges.



Untokening Cali 2017

WHAT WE LEARNED: Online Survey

The Untokening core organizing team conducted a survey from April 27 to May 11, 2020 to gain insight into the impact of and potential improvements to our work over the past four years. The survey was shared with more than 1,000 subscribers to our email list and another 2,500 followers on social media. We received responses from 130 people – key demographics of respondents are shown on the right.



Race of respondents

White 44%
Latinx 22%
Black 16%
Asian 11%
Mixed race 9%

Other marginalized identities

Woman/Femme 76%
Queer / LGBTQIA+ 36%
Immigrant/Refugee 13%
Poor/low income - 10%
Disabled - 5%

48% had attended a national convening

Attendees valued

- » the opportunity to connect with other BIPOC folks doing mobility work with an equity and justice framework
- » the grounding, validation and inspiration of meeting new people and building community across geography and discipline
- » a safe space to not only be candid and vulnerable, but also to dream, vision and imagine what we want to see in our communities
- » a chance to fill up, re-energize for our local work vs transportation-oriented events that leave us drained

Suggestions for improvement:

- » more time co-creating or sharing solutions
- » more emphasis on putting principles into practice
- » more time for networking, especially for folks who are new
- » chance to address intra-movement tensions, like confronting anti-Blackness in mobility justice

68% had participated in an online conversation

Attendees valued

- » the range of experiences and perspectives that are usually not at the forefront
- » thought-provoking discussions that decenter whiteness
- » affirming sense of solidarity hearing from people with similar thoughts, approaches and concerns
- » feeling challenged, more curious, and "just... joyful"

Suggestions for improvement

- » captions and addressing other accessibility needs
- » more action-oriented content vs open discussion
- » smaller group meetings

86% had used or shared Untokening resources

Users valued

- » accessible and easy to read resources with good design and graphics
- » content grounded in the lived experiences of marginalized communities with language around racial, economic and transit justice
- » perspective rooted in decentering whiteness and offering tools to be able to challenge that in their workplaces and other institutions

Suggestions for improvement

- » making resources easier to printing, and available in all text or Word versions to copy and paste
- » More social-media memes or toolkits
- » Resources available in more languages
- » More case studies or action-oriented examples of solutions, for people working in different sectors

WHAT WE LEARNED: Strategic Planning Gatherings

In June, July and October 2020, a group of 16 Untokening leaders, including our core organizing team plus 10 other leaders who have been part of creating and sustaining the Untokening over these past four years, convened virtually to reflect on the impact and envision the future for the Untokening. The following key learnings and next steps were identified and the following pages reflect notes from those meetings.

- » The Untokening has provided a **needed space and justice-oriented frame** that did not previously exist for BIPOC leaders and practitioners in transportation and mobility spaces.
- » The Untokening **has given participants:**
 - » a sense of community
 - » language to talk about our work
 - » deeper understanding of mobility-related issues
 - » space for solidarity that sustains us
- » The **most important work in mobility justice** right now includes:
 - » specifically and directly addressing the lack of safety for Black people in public space
 - » creating space for BIPOC to heal and dream with an intentional framework to integrating Black leadership
 - » changing harmful systems while centering OUR visions and ideas as BIPOC leaders and communities
- » The Untokening is **BIPOC-led and BIPOC-centered**. Our audience is us and we serve as a hub for storytelling, space for radical imagination, resources for leadership development and a platform for emerging voices.
- » The efforts of the Untokening must honor the “sacred continuity between our past and what’s to come,” **integrating our ancestors and movement lineages in ways that shape and reframe our efforts** from transportation advocacy to liberated movement for BIPOC.
- » The Untokening plays a role in **recentering the narrative around mobility justice**. We have the opportunity to more clearly and accurately reflect the work of the movements who preceded and led the creation of the Untokening, while amplifying the **stories** of frontline mobility justice organizers and projects moving forward. We need to articulate and **cultivate space for our imagination and paths to liberation on our own terms, rather than defining ourselves in opposition to whiteness** or reacting to white supremacy.

Below: Strategic Planning gathering on Zoom in June 2020



How I felt before...

- » Alone
- » Bored
- » Defeated
- » Exhausted
- » Frustrated
- » Isolated
- » Looking for community
- » Outside
- » Poised to leave
- » Unsure
- » Questioning myself and my understanding of what was wrong, what was missing
- » Working locally without support, ideas, or resources nationally

How I feel with the Untokening...

- » Amazed
- » BIPOC-centered, BIPOC leaders
- » Building community nationally, changing the narrative locally
- » Bridging across cultural communities
- » Connecting historical impact locally and to global implications
- » Considering immigrant and gender identity perspectives
- » Embracing my own thoughts and emotions
- » Energized
- » Evolution
- » Ideas to work with in my community
- » Healing
- » New voices emerging
- » Hope from having others to lean on
- » Impacting communities' imagination
- » Inspired
- » Realizing my experiences are common and the futility in attempting to reform someone else's paradigm
- » Seeing influence and impact grow
- » Sustained
- » Validated
- » Working across space, spirit, and systems
- » Worried if this space is fighting against anti-Black racism and as welcoming of Black folks as it can be

The Untokening has given me...

a **community** of people who

- » are committed to justice for our Black and Brown communities
- » have similar mindsets/values around transportation/mobility as an intersectional issue
- » are friends to be in relationship with and work alongside
- » provide accountability to ensure I am approaching issues with the right framework

the **language** to

- » articulate our work as mobility justice versus active transportation
- » speak on issues I didn't have words for before
- » permission to say and write the things I need to say
- » best claim my own narrative and become more in touch with my own identity

a deeper **understanding** of

- » the intersectional nature of transportation and housing, workforce, education, etc
- » the interaction of the different areas of planning: city, academic, professional, etc
- » similarities and differences in our work in communities across the country
- » what it means to move with, plan with, and write with others
- » how movement work happens

sustenance

- » to find and rediscover our collective power
- » comfort of being in a non-white space
- » solace when the transportation world ignores racial justice for our people
- » hope that we can shift the dynamics of our field – and the world

WHAT do we want to change?

Living in communities across the country – from Oakland to Chicago to Durham – participants shared similar feelings and ideas as to what is most important for them in mobility justice work in this moment and moving forward.

Creating safety in and engagement around shaping public space

- » Addressing the lack of public space for Black folks; tying mobility justice to **Black folks being unsafe and killed in public spaces**
- » Advancing **culturally relevant and creative strategies** for planning to ensure institutions see the rigor of real community engagement

Building networks of solidarity and space for learning and development

- » Creating space for folks to **be their best selves**; giving grace to ourselves and others as we figure things out
- » Building and **deepening relationships**, including supporting those of us who have been doing this work for years
- » Learning from movements centering **Black trans women**; grappling with the shared and distinct concerns and **experiences of Black and non-Black people of color**
- » **Connecting conversations** about mobility to economic, housing and other justice issues

Shifting systems that impact mobility justice

- » Breaking down how **silos** the profession and movement feels
- » Shifting the **methodology and praxis** in planning and research
- » Using our positionality to **uplift folks who are directly impacted**; but NOT just acting as a conduit for their experiences but creating space for those folks to **share themselves**

Centering OURSELVES as leaders

WHO are we working for?

As we set a course for the Untokening, we reflected on the critical questions of audience, leadership and the role of the Untokening in the mobility justice landscape. Casting our imaginations to 2025, we found consensus that the Untokening is comprised of and centered on BIPOC leaders. There was also strong interest in the Untokening serving as a hub for storytelling, space for radical imagination, resources for leadership development and a platform for emerging voices.

The Untokening is **connecting people who are organizing on the frontlines** to share their own stories on a national platform; and **cultivating Black and indigenous frontline leaders** to take the helm of the Untokening. We create a space of **healing and co-creating and imagining for BIPOC** while sharing out what we co-create to a broader audience both BIPOC and Non-BIPOC who want to do anti-racism work, but don't know how to operationalize it.

The Untokening is a **hub for histories around BIPOC mobility**, and has grown to be an even more robust network fighting for racial justice, **particularly in, with and as part of the Black community**. Our audience is BIPOC and we have deeply explored how to build our core team and evolve our mission to **ensure it speaks to the various communities we aim to acknowledge and center**.

Our audience is BIPOC and those who came before us and those who will come after us. **We create space to foster relationships and connections that proliferate BIPOC life**. We imagine and give space for our imaginations and desires, while understanding where we came from and where we need to head.

The Untokening has cultivated a **mobility justice leadership movement** with direct resources for capacity building of people and organizations. It is a repository of mobility justice history and origin stories. **Our audience is us: BIPOC leaders**. We are working with and for BIPOC. We leverage our platform to uplift the lives and work of Black and Indigenous leaders and experience, including resourcing leaders and their work.

Our audience is people interested in anti-racist mobility justice, but with a true centering on BIPOC voices and experience. We are comprised of **BIPOC folks in all aspects of the movement**: government, advocacy, policy, writers, academia, private sector, etc. In 2025, we have sustained and grown to be a leading voice, while acting as a **platform for emerging voices** and supporting other collectives, people, and organizations in the mobility justice space.

The Untokening is widely acknowledged as a collective that must be listened to. We have begun **documenting the work and experiences of Black and Indigenous communities and leaders**, and continue to host collective conversations about issues that matter to us.

Imagine it's 2025 and the Untokening has had a significant role in shifting the field to integrate mobility justice and to center BIPOC in key leadership roles. Who is our audience at this point? Who are we working for? How do we center Black and Indigenous experience going forward?

CONNECTING to our ancestors and our movement lineages

"How mobility justice is being utilized without our ancestry of forced migration might be some of the cognitive dissonance some of us feel."

Though situated at different intersections of oppression and marginalization, we recognize that the deep and pernicious harms of colonization, anti-Black racism and white supremacy live in our bodies. We are building on the work of our ancestors to dismantle external systems of harm and claim our dignity in public space. As one participant noted, our efforts must honor the "sacred continuity between our past and what's to come."

We have shared and distinct lineages of violence and trauma from:

- » forced migration and dispossession of home
- » relegation of land as a private resource and borders as legitimate
- » human beings defined and denigrated as economic commodities
- » European-centric thought and white supremacy
- » mandatory assimilation, both cultural and familial, to achieve "success"
- » systemic harms of the "greater good" of urban planning
- » intentional erasure and/or barriers to knowing our lineage and ancestry

Generations of our ancestors have resisted through:

- » Black liberation movements / Underground Railroad, Native / indigenous resistance, families crossing borders
- » leaders who have operated on the parallel tracks of surviving the moment (reform) and the visionary work of creating new worlds (abolition)
- » our communities, collectives and individuals who are radically and somatically claiming our humanity and right to joy and thriving

How do we bring this into the work of the Untokening?

- » What does our through line in this work teach us? What is the modern day iteration and manifestation of the brilliance of our movement ancestors?
- » How do we root ourselves in a larger history of how we haven't been safe in public space?
- » What would it take to have exploration operate free of colonial and imperial domination?

RECENTERING our narrative and telling our stories on our terms

"Our ancestors. Our lineage. Our histories. Our movement through time and space and culture to freedom and liberation. All of this is affirming. And not about undoing. But rather re-centering."

We recognized the central role of narrative and storytelling in the work of the Untokening – and identified several areas of consensus.

We have not told our own origin story clearly.

This has diminished our ability to cultivate a public-facing collective that is fully representative of and connects to our full BIPOC communities.

We can play a central role in elevating stories.

The many leaders and mobility justice projects that seeded the Untokening and the many movements for liberated movement in communities right now have not been told. This storytelling is essential to our collective work.

We must recenter our narrative to claim our power.

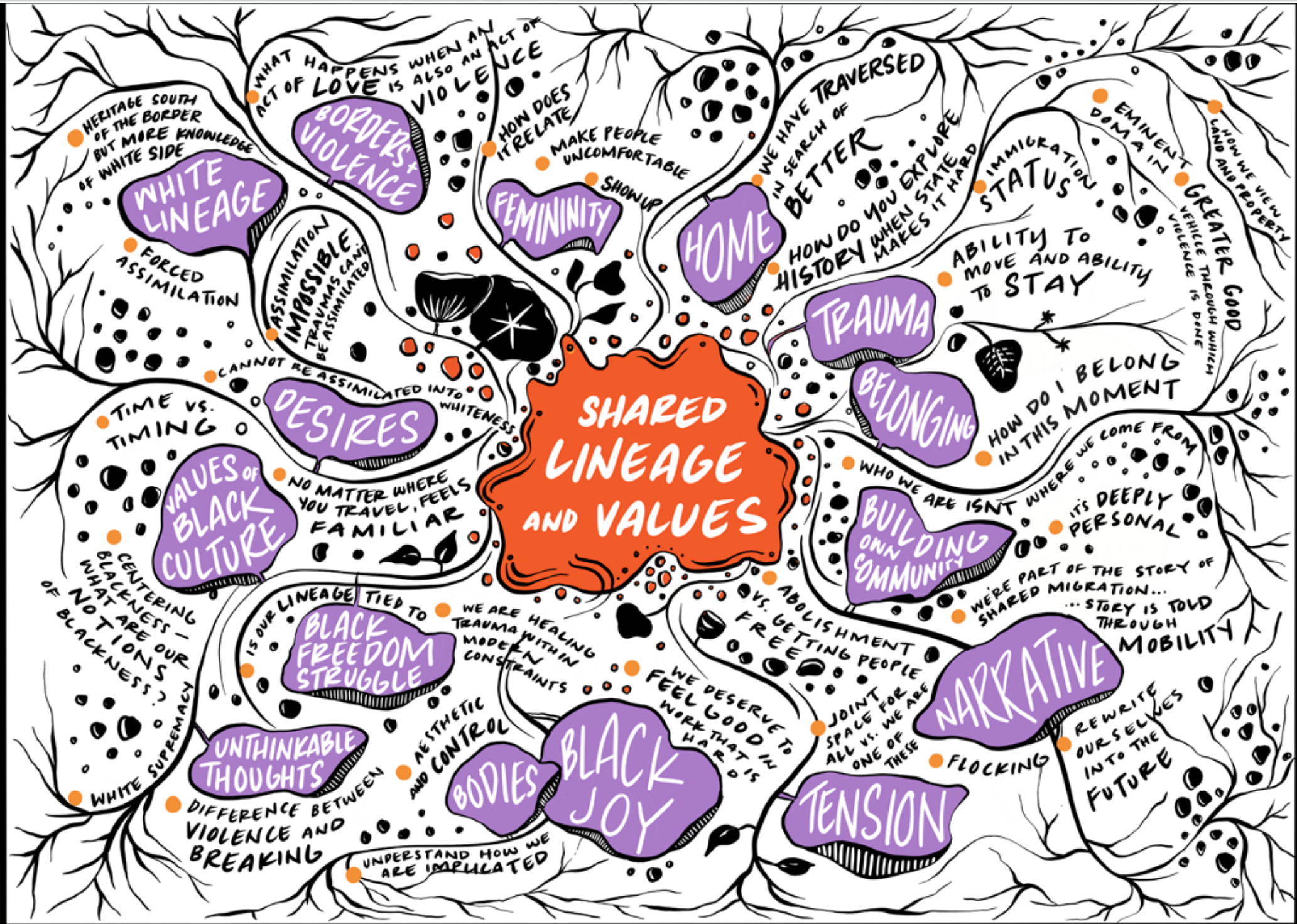
While we must name and disrupt systems of harm, we focus our attention and energy on cultivating space for our imagination and paths to liberation, rather than defining ourselves in opposition to whiteness or reacting to white supremacy.

From "I want to disarm whiteness and all of the violence it has perpetuated on BIPOC" to "I want BIPOC communities to have every access to joy and breath and life."

Untokening isn't what we want. It's free movement. How do we name what we want rather than what we're resisting?

Our work goes beyond transportation.

As we connect with the lineage of our ancestors and the intersectional nature of our work, we recognize that we are not engaged in transportation advocacy but part of the struggle for liberated movement for BIPOC communities.



INITIATIVES for the next 18 months

The Black Gathering

The Untokening has centered BIPOC folks and been led by a multiracial, majority BIPOC core organizing group since its inception. However, while the Untokening has had Black leadership from the beginning and has grown out of Black-led spaces and movements, we have not always been successful in centering Black leadership and the Black experience in our gatherings and content, despite an intention to do so. At our strategic planning in July, zahra alabanza, one of the founders of the Untokening, suggested bringing together Black leaders for a Black Gathering. This idea resonated strongly with the core organizers, and zahra and Tamika L. Butler put together a proposal, which included this overview:

"The intentional gathering of Black folks cultivates so much wiggle room for possibilities. This type of Black gathering is rare and infrequent in this field of work outside of self-organized caucusing spaces at conferences. The opportunity to gather Black folks in this way for these purposes is imperative as the pace of the work has increased, the demands on Black folks in the space have increased, there is an influx of new influences and voices and yet no space to be intentional for ourselves. Now is the time! Ultimately we are proposing this space be created now with the support of the Untokening."

The Untokening core organizers are committed to moving forward and providing/finding the resources for this Black Gathering with zahra and Tamika's leadership in 2021. We also have identified the need to reach out broadly to our network to engage Black folks prior to this gathering. This commitment is a key outcome of our strategic planning process with a goal of the Untokening being accountable to Black leadership.

We recognize that this Black Gathering is just one step towards more clearly centering the Black and Indigenous voices in our larger network. We also recognize that the category of BIPOC can sometimes act to erase Black and Indigenous voices so we are taking steps to center these voices first through this Black Gathering. *We also commit ourselves to cultivating relationships with Indigenous folks in our network and in the broader space of mobility justice*, so as to lay the groundwork to bring together Indigenous folks in the future.

Renaming

The name and concept of "untokening" emerged from the experiences of the core organizers of the first event in Atlanta in 2016 – and the shared frustration we heard from our peers and co-conspirators across the country in spaces related to transportation / mobility.

The intent of the term was to actively name and reject the emotional trauma stepping from the concurrent minimization and extraction of knowledge from BIPOC leaders and community members in service to white-dominant organizations, norms and agendas. It was a declaration that the space we created would be for us, on our own terms, and in service to our communities' goals and liberation, not with the intent to "fix" or influence the "equity, diversity and inclusion" challenges of the wider movements we had been part of.

In early 2019, we worked with DeAngelo Congdon, a graphic designer and illustrator in Minneapolis, MN, to create a logo that spoke to the key concept of bringing together the different aspects and geographies in our community of practitioners to create a holistic and dynamic movement for mobility justice.

In our strategic planning sessions, however, we began to grapple with how the concept and term "untokening" defines us in reference to whiteness. We also shared a felt sense and vision that we want and deserve far more than our voices not being tokenized. Our goal is liberated movement. It is a demand for dignity in public space, an intentional prioritizing of healing and joy and breath for our BIPOC and other marginalized communities.

In 2021, we will explore how to re-articulate our narrative and re-name the Untokening to better express and embody the centering of our vision and leadership toward just and liberated movement for our communities.

Police Abolition / Defund the Police

One of the key themes during our strategic planning process was the need to align mobility justice work with the goals of Black Lives Matter. Street safety measures such as Vision Zero that rely on police partnership had been a key reason some of us left white-led transportation organizations prior to creating the Untokening, and during our first gathering in 2016, participants confirmed that we must reject law enforcement as a street safety strategy. While this was the position we uplifted, other white dominant organizations saw police as a key part of street safety.

This year has been one with particular moments of deep pain for the Black community, with the police killings of Breonna Taylor, George Floyd, and Dijon Kizzee, among many others who deserve justice. The Untokening has roots in Black leadership and has always advised the removal of police enforcement, but that doesn't mean the effort has been in complete alignment with the current struggles for justice for Black people in our country.

We see the need for intentional reckoning with anti-blackness within Untokening activities, and we commit to developing

resources on ways to do mobility justice work through a police abolitionist framework. We also want to create gathering spaces for Black transportation practitioners, so we are committing to funding the Black gathering space for next year. We want our work to lead to freedom of movement for BIPOC in this country and world. This requires adopting a critical framework around policing and creating spaces where those conversations and work can happen.

In addition to thinking about defunding the police, we also want to continue to learn about the intersections to the police apparatus and immigration. Mobility justice has to include a new reality for immigrants centered on the right to move across borders free from oppression and criminalization. There is also the keen reality of local police apartments adopting surveillance tactics from abroad, which are also rooted in the restrictive movement of people across the world.

During our strategic planning, we also started discussion around how defunding police also connects to the issues of Indigenous land rights. Admittedly, there are some gaps in our knowledge around Indigenous land rights and the landback

movement. For the next year, we commit to educating ourselves and finding ways to invite leaders in this space who can speak to these issues firsthand.

Online event series:

We have a shared sense of urgency around defining mobility and transportation actions toward defunding police departments and advancing prison abolition. To that end, we propose a webinar series to share the history of Black leadership in mobility justice alongside hearing from abolitionist workers who can advise our network on the key points where transportation and mobility can move away from policing and prisons.

Using the discussions and knowledge emergent through this online event series, we will then draft a guidance document on solutions beyond policing to support a mobility justice agenda.

Community Education

The Untokening has created space for BIPOC and leaders from other marginalized identities leaders to heal, build community and share and advance mobility justice strategies since our inception. We have always recognized the inherent power and brilliance of our collective, including the wealth of deep community-based expertise Untokening attendees and participants hold. We have consistently featured the work and strategies of BIPOC and other marginalized mobility justice leaders across our communities, which has been one of our greatest strengths based on the feedback we have received over the years.

Through convening evaluation summaries and our strategic planning process, we have also heard a desire to support and catalyze the growing network of BIPOC and other marginalized mobility justice leaders. Thus, one of our key goals in 2021 is to develop a plan to intentionally support and resource a cohort of mobility justice leaders in their personal and professional development, meeting them where they are in their work and journey.

The plan will continue to build from Untokening's community education efforts by offering community-based education and

Community Education continued

learning through convening, consulting, and cohort learning. While the Untokening has led convenings to heal, build, and strategize as a community since its inception, we will evolve from input received from previous feedback and the strategic planning process to add consulting and cohort learning. Our approach to consulting center our belief that those impacted by decisions are the experts and should be compensated for their organizing and knowledge. For cohort learning, we will create space for people to share skills and strengthen the Untokening network.

Our planning in 2021 will:

- » Summarize BIPOC and other marginalized mobility justice leaders' personal and professional development needs and goals (through paid focus groups of emerging, mid-career, and beyond leaders)
- » Assess and describe BIPOC Leadership Development Programs in related fields, including learning objectives and personal growth outcomes
- » Recommend funded community education scenarios with proposed budgets for scenarios

The plan will be presented in mid-2021 and a community education scenario will be decided upon by the core organizing team for implementation in 2021-2022.

Convenings

Creating space for BIPOC and other marginalized mobility justice leaders to heal, build community and share and advance mobility justice strategies has been core to our work from the beginning. Our planning process has underscored that the opportunity to gather, convene our network and nurture connection and conversation continues to be at the center of who we are and what we do.

In 2021 the Untokening will continue to produce online gatherings to keep our community connected, build relationships, lift up BIPOC leaders, share our history and advance mobility justice work. These webinars and gatherings will intersect with the other initiatives outlined here. Specifically we will focus our webinar series around defunding the police, as described in that section above, and will also offer specific webinar and convening space for Black folks as described above in the section on the Black Gathering.

With the safety of convening in-person an unknown as we are completing our planning work, we are leaving as an open question when we will return to supporting and producing in-person convenings. *In 2021 we anticipate all our events will be virtual.* As a way to explore smaller scale in person events once it is safe to do so we will explore a decentralized regional strategy of smaller events around the country with support from strong local coordinating committees.

Building Our Capacity and Collective

To date, the Untokening has been powered by a volunteer organizing team. Because it is a key value to provide compensation for labor, where our work is funded we have paid those who have provided labor, both within the core organizing team and beyond. To live into this value and meet the goals outlined in this document, we recognize the need to bring on both new leadership and new sources of funding. As part of this strategic planning process we are inviting in new leadership in 2021, while also seeking to build a pipeline of BIPOC leaders to sustain our work into the future.

We have identified the need to create working groups for the key initiatives in this report. Starting in January 2021 we will initiate working groups for each initiative that will connect to the core organizing team through overlapping membership.

