

# Call to Action Framework - UPGRADE

*In this document, you will find our UPGRADE framework, reflection prompts, action planning, action items, and current wins to celebrate.*

*Before you begin, pick a topic you care about. Narrow it down to just one. This work can be exhausting, and burnout is common. Don't overwhelm yourself trying to fix the world in a day; start with what is closest to you and expand from there.*

***Urgent***

***Practice / Participate***

***Grow / Generate***

***React / Resist***

***Authentic***

***Decide / Defend***

***Educate / Expand***

## **Urgent – The Time is Now**

We are at a pivotal moment where every action counts. Don't wait for the future to unfold, take a stand and act now! The urgency of our collective voice can't be postponed.

### **Practice** mindfulness / **Participate** actively

Be present in your own life and in your community. Check in with yourself regularly,

- *Practice mindfulness*: Reflect on what the issues mean for you personally and for your community, and how your own journey is impacting your health

- *Participate actively*: Engage in discussions around current events and the impacts of the Trump administration.

Vote, attend local meetings, and engage in civic processes, including protests

### **Grow / Generate**

Don't wait for someone to lead the charge—bring your ideas to the forefront!

- *Generate solutions*: Think about what needs to change and how you can contribute your unique perspective.

- *Collaborate with others*: Involve friends, family, and colleagues in brainstorming sessions or discussions, allowing your community to grow through shared ideas.

Support organizations working on civil rights, racial justice, social justice, and equity

### **React / Resist**

It's not enough to witness injustice; action is required.

- Don't sit stagnant: Recognize your ability to influence. Each moment spent in inaction is a missed opportunity to be part of the solution.

- *Resist*: Boycott companies that have abandoned DEI efforts

Speak out, organize, and challenge harmful narratives in your circles and beyond

## **Authentic**

Represent yourself genuinely and amplify the voices of those you connect with.

This will allow you to

- Build Trust
- Foster Connection
- Encourage Participation
- Inspire Action
- Navigate Challenges

## **Decide / Defend**

Identify your role in the movement.

- Are you a communicator, organizer, educator, or advocate, funder, or civil servant?  
Knowing where you fit will help you take targeted actions.

## **Educate / Expand**

Share the knowledge you acquire with those around you.

- Spread the word
- Have conversations
- Write your views

Build coalitions and bring more people into the work for sustained impact

# Reflecting on the WINS

Before diving into the work, it's important to acknowledge what we have achieved. Find a list of WINS from 2025 below.

## California

- Voters passed **Proposition 50**, allowing a new U.S. House district map that favors Democrats.
- The measure could deliver **five additional House seats** for Democrats ahead of the 2026 midterms.

## Georgia

- Two Democrats **flipped seats on the Public Service Commission**, marking the first non-federal statewide Democratic wins in nearly two decades.
- State Democrats continued focusing on **clean and affordable energy initiatives**.

## Illinois

- Governor JB Pritzker signed **"Karina's Law,"** which protects survivors of domestic violence and restricts firearm access for abusers.

## Michigan

- Governor Gretchen Whitmer signed legislation to **raise the minimum wage and expand paid sick leave**.

## Mississippi

- Democrats **flipped two Republican-held state Senate seats**, breaking the Republican supermajority in the state legislature.

## New Jersey

- Mikie Sherrill won by a double-digit margin and will become the **next governor of New Jersey**.

## New York

- Zohran Mamdani won the mayoral race and will become the **next mayor of New York City**, prioritizing housing, the cost of living, and childcare & education.

## Pennsylvania

- Voters **retained three incumbent Democrats on the state Supreme Court**, preserving a **5-2 Democratic majority**.

## Virginia

- Abigail Spanberger will become **Virginia's first female governor**.
- Democrats passed **constitutional amendments protecting reproductive freedom and voting rights**.

# Advocacy Journey Reflection Prompts

## Self-Assessment

1. Reflect on your current involvement in advocacy. What actions have you taken so far, and which have been the most impactful for you and your community?
2. What issues are you most passionate about, and why do they resonate with you? How do these issues influence your desire to advocate?
3. What skills or talents do you possess that could enhance your advocacy efforts? (e.g., writing, organizing, public speaking)
4. Identify any barriers that have prevented you from taking action in the past. How might you address these challenges moving forward?

## Action Planning

### Prepare for your next steps

1. Based on your reflections, what immediate low-lift action will you commit to in the next month?
2. Identify a moderate effort you would like to pursue next year. What resources will you need to get started?
3. Who in your life can support you in your advocacy journey? How can you build or engage your support network to enhance your efforts?

# Take Action

Examples of ways to get started

Have ideas? Share them with us by email [@pastduebook@gmail.com](mailto:pastduebook@gmail.com) or Instagram [@fullcirclelivingatl](https://www.instagram.com/fullcirclelivingatl)

## Low Lift Actions

- Use your social media platforms to share information and organize discussions.

See how Brana Dane is using her platform to encourage change [HERE](#).

- Engage in face-to-face conversations with peers about the implications of policy changes.

- Write and submit letters to your local newspaper to raise awareness on pressing issues affecting your community.

- Call or email your elected officials to express your opinions and demand action.

Find your local officials [HERE](#).

Join Legislative Llama to stay on top of policies impacting your community, who to reach out to, and templates of what to say. Click [HERE](#) to join.

- Sign petitions advocating for important policy changes that reflect your values.
- Make informed voting choices in upcoming elections to support candidates aligned with progressive ideals.
- Share information with your network via email



## Moderate Efforts

- Join grassroots organizations that align with your values, contributing your time and enthusiasm.
- Engage in creative political activism through art, advocating for social justice art projects in your community.

Find an example of a Zine, created by the Georgia Youth Advocacy Fellows [HERE](#).

- Participate in community forums and public hearings to discuss issues that matter and shape local sentiment.

- Contribute financial support according to your means



## Deep Dives

- Commit to lobby for change at local, state, or national levels, engaging in advocacy work that supports legislation for progress.
- Organize or attend community workshops and events designed to raise awareness and develop skills for activism.
- Build coalitions with like-minded people and organizations to amplify efforts and create a stronger collective voice for change.

# Corporate Call to Action: Sustaining DEI Amid Policy Rollbacks

## LOW LIFT – Signal & Protect

*Quick wins that maintain momentum and reduce risk*

- **Reframe DEI:** Emphasize talent, innovation, and risk management.
- **Maintain commitments:** Continue hiring, mentorship, and promotion practices.
- **Audit for regression:** Check pay, promotions, and HR policies for unintended backslides.
- **Support ERGs:** Keep funding and executive sponsorship in place.
- **Use data internally:** Track representation, retention, and pay equity.

## MODERATE – Sustain & Influence

*Intentional leadership to embed DEI strategically*

- **Tie equity to performance:** Include DEI metrics in leadership goals.
- **Leverage procurement:** Maintain supplier diversity programs.
- **Invest in pipelines:** Partner with universities, HBCUs, and community organizations.
- **Speak collectively:** Join business coalitions to amplify impact safely.
- **Engage policymakers quietly:** Advocate for workforce development and fair labor standards.

## DEEP DIVE – Lead & Shape

*High-impact actions that create structural, long-term change*

- **Take principled public stands:** Defend inclusive practices and civil rights protections.
- **Align political spending:** Ensure lobbying and donations reflect DEI values.
- **Redesign systems:** Embed equity into compensation, promotions, and business strategy.
- **Fund community impact:** Invest in education, economic mobility, and justice initiatives.
- **Build cross-sector coalitions:** Partner with nonprofits, academia, and other corporations to sustain progress.