



2025-2030 Strategic Plan Priorities and Goals

Five-Year Programmatic Priorities and Goals

Priority 1 – Power Building and Healing Justice: Advance priority issues from the Young People’s Agenda by developing and implementing a transformative power-building model rooted in healing justice and supporting translocal campaign efforts

Goal 1 – Campaign Capacity Building: Build capacity for campaign efforts that weave together Healing Justice and Power Building through shared curriculum, training, toolkits, political education on YPA issues, and hands-on support for campaign strategy development and implementation.

Goal 2 – Shared Strategies for Translocal Campaigns: Collectively accelerate power building on specific YPA issue(s) by creating spaces for network organizations to share lessons learned, develop coordinated translocal strategies, efforts, demands, messages, and plan for collective action.

Priority 2 – Capacity Building and Field Building: Strengthen statewide and regional youth organizing ecosystems by fostering deep relationships and strategic alignment among YO! Cali network partners, building the capacity of organizations, youth organizers, and youth leaders, and organizing funders to increase multi-year funding to the youth organizing field.

Goal 1 – Shared Core Curriculum: Ensure that organizations have access to and are trained in shared resources, practices, and collective knowledge by developing and implementing a standardized and adaptable core curriculum on: (1) Foundational Organizing Skills (base-building, campaign strategy, fundamental elements of youth organizing); (2) Healing Justice; and (3) Political Education connected to the Young People’s Agenda and global issues.

Goal 2 – Youth Organizer Pathways: Strengthen and expand youth organizer pathways by implementing Fellowship programs, building out our Fellowship alumni network, and sharing sustainable leadership development opportunities for organizers in the youth organizing ecosystem.

Goal 3 – Organizational Cohorts: Advance youth organizing and power-building in under-resourced communities by providing targeted resources, coaching, and support to regional organizational cohorts, prioritizing organizations that organize and are led by Black, Native/Indigenous, Palestinian/Arab, trans and queer, disabled, and immigrant youth and communities.

Goal 4 – Increase Multi-Year Funding to Youth Organizing Groups: Organize funders to increase multi-year general support funding to under-resourced organizations and regions and build on the lessons learned, best practices, and model of the Northern California Youth Power Fund.

July 2025 – June 2026 Organization-Wide Programmatic Goals

Goal 1 – Campaign Capacity & Translocal Strategy: Refresh and relaunch the Young People’s Agenda by:

Objective 1: Conducting an inventory of all the work of YO! Cali and network organizations around YPA issues (by December 2025)

Objective 2: Training YO! Cali staff to have a shared understanding of the purpose and language of the Agenda (by June 2026)

Objective 3: Engaging staff (including campaign and organizing leads, directors, and organizers) and young people from 10-15 strategically-aligned network organizations per region to provide feedback to refresh the issue platform and prioritize issues (by June 2026)

Goal 2 – Shared Core Curriculum: Develop and pilot standardized and adaptable core curriculum by:

Objective 1: Conducting an inventory, evaluation, and consolidation of current curriculum and assessment of needs and priorities (by December 2025)

Objective 2: Assessing curriculum and training needs, gaps, and priorities with YO! Cali staff and field leaders (by December 2025)

Objective 3: Piloting priority curriculum that bridges Foundations of Organizing and Healing Justice in regional and statewide programming, including Youth Organizing Institutes and the Emerging Organizers Fellowship program (by June 2026)

Goal 3 – Organizational Cohorts: Strengthen strategic alignment among network organizations through cohorts that build power in under-resourced regions and communities by:

Objective 1: Creating a comprehensive and organization-wide database of organizations and funders in the youth organizing ecosystem, housed in YO! Cali’s IT infrastructure (by December 2025)

Objective 2: Assessing the regional and statewide terrain, and determining the readiness and desire for organizations to participate, and engaging in experimentation to inform YO! Cali’s cohort model (by June 2026)

Engaging Black Organizers and Black-Led Organizations

YO! Cali will weave a strategy and commitment to engage Black organizers and Black-led organizations into our five-year priorities through the following goals:

Priority 1 – Power Building and Healing Justice: Consistently engage a critical mass¹ of Black-led organizations and multiracial organizations with significant Black leadership and membership in building capacity for campaign efforts and in spaces for developing shared translocal strategies.

Priority 2 – Capacity Building and Field Building

Goal 1 – Shared Core Curriculum: Incorporate a foundational understanding of movements for Black Liberation and analyses of white supremacy and anti-Blackness in Political Education connected to the Young People’s Agenda and global issues.

Goal 2 – Youth Organizer Pathways: Engage a critical mass of Black organizers in our Fellowship programs, Fellowship alumni network, and sustainable leadership development opportunities. Explore developing opportunities to support peer spaces and pathways for Black organizers to move director-level roles.

Goal 3 – Organizational Cohorts: Provide targeted resources, coaching, and support to a critical mass of Black-led organizations and organizations with significant Black leadership and membership.

Goal 4 – Increase Multi-Year Funding to Youth Organizing Groups: Ensure that a critical mass of Black-led organizations and organizations with significant Black leadership and membership receive multi-year general support funding as part of any increased funds generated by funder organizing.

Priority 3 – Organizational Culture: Strengthen YO! Cali’s organizational culture to support the strategy to engage Black-led organizations and Black organizations by:

Goal 1 – Staff Practices: By June 2026, we will have successfully launched, put into effect, and evaluated the practice of YO! Cali’s conflict transformation policies and collective liberation and anti-racism values, including the ability and commitment of staff to meaningfully and consistently engage Black Organizers and Black-Led Organizations

¹ In “[Paying attention to Critical Mass in Communities & Networks](#),” Fabian Pfortmüller defines critical mass as “that tipping point when a community reaches enough active members to thrive.” For YO! Cali’s goals to engage Black organizers and Black-led organizations, critical mass can serve as a way to set goals and assess engagement that ensures that Black organizers and organizations are not tokenized and isolated in programs and spaces, but thrive and have power and influence in the larger group.

Organizational Structure, Culture, and Infrastructure Goals

Priority 1 – Organizational Structure and Culture: Establish a clearly-defined staff structure (positions, roles, supervision, staff development and evaluation, and leadership pathways) and a values-aligned organizational culture that reflect the skills, competencies, practices, strategic and analytical alignment, and capacity needed to achieve our long term goals

Year-One Goal 1 – Organizational Structure: By June 2026, we will have developed a plan and begun to implement priority hires and core position changes, as well as an updated compensation structure, evaluation process, and hiring and onboarding processes.

Year-One Goal 2 – Organizational Culture: By June 2026, we will have successfully launched, put into effect, and evaluated the practice of YO! Cali's conflict transformation policies and collective liberation and anti-racism values.

Priority 2 – Infrastructure: (1) Strengthen YO! Cali's organizational infrastructure, including its financial, fundraising, people, human resources, and operations systems and staffing, and (2) Establish a clearly defined-network structure, statewide Youth Organizing Hub, and "movement commons" that include back-office, fiscal sponsorship, and support services for youth organizations.

Year-One Goal – Network Structure: Develop a consistent network structure that outlines the criteria, onboarding process, resources, support, and decision-making roles for member organizations.

