



RACIAL JUSTICE & ACCESSIBILITY FELLOWSHIP REPORT

Objectives & Impact:

We thank Humanity in Actions Racial Equity team for their sponsorship of \$5,840.

Through Humanity In Action's Racial Equity Grant, Count US IN launched a paid, Racial Justice and Accessibility Fellowship. Indiana has been in the bottom 5 states for civic literacy and voter turnout five years in a row, and in 2020 specifically, Hoosiers who are Black, live with a disability, and/or have experienced incarceration were devastated by COVID-19, police brutality, job loss, and lack of access to voting. Despite these obstacles, Hoosiers fought and are still fighting for their voices to be heard via protest, voting, legislative advocacy, mutual aid, community service, and all other means of integrated civic engagement. We heard our communities call, because our voices, our lives matter! This program was designed for those who identify as Black, live with a disability, and/or have been affected by incarceration in the state of Indiana who are determined to boost voter turnout and integrated civic engagement across their communities leading up to the local elections. This program was inspired by Indiana being the home of the first Black National Convention in the 1970's to address significant economic and social crises. We also drew inspiration from the legacy of Fannie Lou Hamer and the hashtags #BlackDisabilityFreedom #BlackDisabilityDreams and #BuildBlackIndiana.

We had five fellows in our inaugural cohort: Lindsey Batteast, Venus Dabney, Danicia Malone, Clarence Underwood, and Monique Vargas. See bios [here](#) or below. These fellows worked closely with Count US IN to develop a campaign that works toward reclaiming the power of our communities. They also worked directly with academics, lawyers, scholars, grassroots organizers, and other advocates across the state of IN and the nation in committees and acquired training. Below you will see the goals and executed timeline of the program. **Their work was summarized in the showcase you can watch [here](#).** Viewers included people across the state of Indiana and the U.S. (Fort Wayne, West Lafayette, Muncie, Gary, Indianapolis, Bloomington, New Orleans, Brooklyn, Boulder, Los Angeles, and Atlanta). We were honored to have an HIA Board member and Racial Equity Team members in attendance.

There are Four focuses to the program:

- Political, Voting, & Civic Engagement Educations
- Community Coalition & Movement Building
- Reparations Communities that are Black, Disabled, and Impacted by Incarceration
- Personal Development & Skill Building

Timeline

- Jan – February: Fellows apply to the fellowship
- February – March: Fellows are selected and have an orientation. They will start their workshop training and get hands-on experience working with experts across Indiana and



the nation.

- March: Fellows will continue workshops and start finalizing their educational campaign.
- March – April: Fellows will execute their campaign with support and feedback from workshop trainers and Count US IN.
- May 1: Fellows will present their impact to community members and stakeholders.

Key Dates for Fellows

- February 20 - Orientation
- March 6 - Curriculum Intro & Debrief - March 6
- March 27 - Preview Day (Halfway Point of Fellowship)
- May 1st - Community Showcase/Project Execution

RJ&A Fellow Meetings were on Saturdays 1-2:30 pm ET. Self-paced readings for the week were due by that Saturday

1. Week One - Orientation Feb 20

- a. Count US IN
 - i. Jalyn Radziminski
 - ii. Maqube Reese
 - iii. Steph Mulvey
 - iv. Portia Allen-Kyle
- b. Humanity in Action
 - i. Adama Kamara

2. Curriculum Intro & Debrief - March 6

- a. Jalyn Radziminski, Founder & President of Count US IN
- b. Curriculum Introduction & Housekeeping
- c. Recap
 - i. Kingian Nonviolence Training Recap
 - ii. Comms & Outreach Recap
 - iii. Etc.

3. Political Organizing Skillbuilding - March 12

- a. Erin McCarthy, Count US IN Vice President
 - i. Phone Banking & Canvassing
- b. Maqube Reese, Count US IN Board Chair
 - i. Giving Your Pitch
- c. Readings (~2 hours)
 - i. Giving your pitch effectively (Skill Building)
 - ii. Non-Profit Story Telling (Skill Building)
 - iii. Look up Indiana Election Commission Site (Voting & Politics)

- iv. Integrated Civic Engagement (Voting & Politics)

4. Accessibility in Organizing & Civic Engagement - March 20

- a. Jalyn Radzimirski, Founder and President
 - i. Accessible Organizing Digital and In-Person
- b. Readings (~ 3 hours)
 - i. Reclaiming Voting Power! While Black, Living w/ Disability, & Formerly Incarcerated (Disability & Race)
 - ii. Black Disability Freedom Dreams (Disability & Race)
 - iii. Look Up Indiana Disability Rights Website (Disability & Race)
 - iv. Disability 101 (Disability & Race)

5. Fellow Idea Preview Discussion - March 27

- a. Fellow Idea Preview
 - i. Available Board of Directors & Advisors will be in attendance
- b. Readings (~2 hours)
 - i. 7 competing camps in Black Politics (Voting & Politics)
 - ii. How to Fix Democracy w/ Dr. Carol Anderson
 - iii. Defunding the Police (Incarceration & Abolition)
 - iv. Felon Voting Rights (Incarceration & Abolition)
 - v. Know Your Rights & Safety for Protest (Incarceration & Abolition)
 - vi. Know Your Rights/Voting Rights (Voting & Politics)
 - vii. 21st Century Attempts to Suppress Hoosiers Voting Rights (Voting & Politics)

6. #BlackDisabledLivesMatter: Ensuring Disabled Lives are in the Black Agenda April 10

- a. Readings (~ 3.5 hour)
 - i. Black Agenda 2020 (Voting & Politics)
 - ii. View Movement For Black Lives Toolkits (Incarceration & Abolition)
 - iii. Disability So White (Disability & Race)

7. Final Full Cohort Meeting April 23

- a. Reading (~ 1 hour 45 minutes)
 - i. Brookings Governance Studies (Voting & Politics)

8. Fellow Showcase May 1

- a. Fellow Community Showcase/project
 - i. Count US IN and Community at Large
 - ii. Humanity In Action
 - 1. Adama Kamara
 - 2. Yael Herskovits
 - 3. William Spencer (HIA Board Member and Donner Foundation)

Count US IN



ATTACHMENTS:

Recruitment

- **Job Descriptions:** Organizer Description: [view here](#) | Lead Description: [view here](#)
- **Fellow Recruitment Videos:** With Captions: [view here](#) | with ASL: [view here](#)
- **Fellow Biographies:** [view here](#) or on pages 5-9.

Orientation

- **Timeline:** [view here](#) or on pages 1-3
- **Powerpoint:** [view here](#)

Projects

- **Final Fellow Showcase:** <https://youtu.be/JeH6x-ttYDM>
- Additional Individual Efforts, Presentations, and Trainings from Fellows
 - **Counting on Your B.I.Ds series:** <https://bit.ly/3a83Q54>
 - Counting Kids IN - Venus Dabney: <https://youtu.be/Gdyv2gVUSAw>
 - Disability Voter Rights - Monique Vargas: <https://youtu.be/1Mp6TdEhUHW>
 - Incarcerated Community and Voter Rights - Clarence Underwood: <https://www.youtube.com/watch?v=JUfBiseMdjM>
 - **Watering Hole Project** → Bringing polls to the people and trusted community hubs
 - Watering Hole Survey: <https://bit.ly/cuisurvey>
 - Lindsey and Danicia Watering Hole / findings: https://drive.google.com/file/d/1GaaZiUp_S-b54-Oafk_KHTtfhm103vBb/view?usp=sharing
 - Fellow Created the following curriculum and surveys for the community
 - <https://docs.google.com/document/d/1MEQ9zThKqkF8YTknkbzfRg4a0S1nrV6VpFXuv68HvU/edit?usp=sharing>

Press Coverage & Events

- **Humanity in Action:** https://www.humanityinaction.org/news_item/alumni-news-item-usa-racial-equity-grant-jalyn-radziminski/
- **Indiana Governor Council for People with Disabilities:** [#RepresentationMatters: Authentic Disability Cultural Representation - Zoom](#)
- **Bring It On WFHB 91.3 FM:** <https://spinitron.com/WFHB/pl/13466186/Bring-It-On>
- **Voting Guide & Coalition Project Community Meetings** - March 16 & 23 6-7pm (This meeting was not recorded)
- **March to End the Madness- Poor People Campaign Accessible Organizing Training:** Fellow Lindsey Batteast had Founder Jalyn Radziminski livestream to a protest training about the intersectional approach to housing rights for Black people with disabilities & accessible organizing: <https://youtu.be/DVMp05EoUPs>



Congratulations to our first cohort of RJA Fellows!

CLARENCE UNDERWOOD



ABOUT

Hometown: Gary, IN

Current City/State: Indianapolis, IN

Pronouns: He/Him

SOCIALS

Facebook: Clarence Underwood

BIO

Born and bred in Gary, Indiana, Clarence Underwood is a community advocate that got his start at home with his mother, Carolyn Underwood and his father Clarence Smith. His parent's were parent's to the children of the neighborhood helping many of them learn discipline through sports as they coached the neighborhood baseball team from his infancy through his youth. He has been involved in building his community every since. Clarence has a goal of uplifting fallen humanity through his servitude and charity. Clarence is an aspiring motivational speaker and author who is set to release his first book in a self help series entitled "In God we Trust: Financial Freedom or Spiritual Enlightenment". He is currently active with nonprofits such as Finntown Academy that focuses on providing resources to the community and the opportunities to be exposed to the arts. He also works closely with the Indiana Commission on the Social Status of Black Males which helps introduce young black males to the system in order to prevent them from being put in the system. Clarence has an upcoming foundation, The Executive Voter's League which has started out as a grassroots collective of neighborhood and urban street organizations in order to get the community involved in its own politics. His aim is to be accessible to the unheard voices in the community of the minorities and represent them in the arena's that they have long been forgotten in.

"The one's that need help the most and can help us the most are still in the streets. They are a lost found people" - Clarence Underwood

Count US IN

VENUS DABNEY



ABOUT

Hometown: Gary, IN

Current City/State: Indianapolis, IN

Pronouns: She/Her

SOCIALS

Facebook: Venus Dabney

BIO

Born and raised in Gary IN, Venus exhibited a love for service and for people early. She remembers going to work with her mother at the local aid office and watching as her mother worked diligently helping their community. Witnessing this, she knew that she wanted to help people and advocate for those who aren't always heard. Her passion led her to careers in social work and education. After attending Purdue Calumet she spent many years servicing juveniles in residential placement facilities and classrooms throughout northwest IN and aspires to one day open a facility of her own. Venus has been an advocate for organizations that promote and encourage inclusion.

Venus also has an immense love for music, writing and living out loud. Venus enjoys singing and has had the pleasure of sharing the stage with Dianna Ross, Deitrick Haddon, Shirley Caesar and many more. She's an aspiring author currently working on a collection of creative non fiction short stories and poetry due for release later this year.

Being the mother of 2 amazing children is her greatest accomplishment. She loves spending her time with family and friends whenever time permits.

Count US IN

MONIQUE VARGAS



ABOUT

Homeplace: Alaska

Current City/State: Muncie, IN

Pronouns: She/Her

SOCIALS

Instagram: @carmenferdiekmv

Facebook: Monique Vargas

BIO

Born in Alaska, Monique Vargas was raised by two active duty military parents, she moved around several times during childhood. Muncie, Indiana is now her homebase for Monique and her child.

She will earn her Bachelor's Degree in General Studies with minors in Linguistics & Global Communication and Sociology from Ball State University in May 2021. She currently works as a part time purchasing associate at First Merchants Corporation.

When she attended college, she cashiered at a dining hall at IUB where most of the student workers were black, brown or international students. Monique noticed that inequality for black, brown, and international students was widespread. She wants to eliminate that inequality in student-life; however, she believes in pulling this inequality out at the root, not just at college campuses. She knows that civic engagement is the core way to reduce the inequality that students like herself face.

Monique looks forward to working in the Count US Indiana's Racial Justice & Accessibility Fellowship to gain new skills where she can build advocacy networks, adapt new skills and implement methods to construct a more just, restorative society.

For free time, she likes to learn other languages, cook chicken and dumplings, eat food, dance bachata and listen to latino-pop, r&b, and pop music.

Of course, she enjoys her baby too!



LINDSEY BATTEAST



ABOUT

Hometown: South Bend, IN

Current City/State: South Bend, IN

Pronouns: She/Her

SOCIALS

Instagram: @lindseybatteast

Facebook: Lindsey Batteast

BIO

Lindsey Batteast, born and raised in South Bend, is a recent graduate from the Indiana University O'Neill School of Public and Environmental Affairs with a Bachelor of Science in Public Affairs. She is an advocate who firmly believes in the need of diverse coalitions to effectuate change against targeted issues. As an ambassador for gender-equity, she pushed for the need of an intersectional lens to build equitable frameworks that will actually tackle equity gaps. Further, she has interned for the Congressional Black Caucus Foundation, Inc. in Washington, DC, where she learned the skills and practical tools necessary to advance the global Black community.

She finds value in building domestic and international coalitions. One of particular interest is the continued unity that can be built between Dalit people in India and Black Americans. In 2019, Lindsey traveled to New Delhi, Mumbai, and Varanasi to assess the marginalization of African Americans in comparison to Dalits. While there she also researched the financial inclusion of Dalit people through the use of interviews she had with government officials, businesspersons, college students, and rural residents. The need for domestic and international coalitions and mobilizing across various marginalized identities is necessary to create monumental change.

Lindsey is the Founder and Chief Executive Officer of the Rising Rainbow Coalition, Inc., a nonpartisan nonprofit organization whose mission is to strengthen the socio-economic conditions and civic engagement of marginalized communities in Indiana. This community coalition is building a connectedness amongst diverse people from various marginalized backgrounds to achieve equal access, equal opportunity, and the ability to move ahead for all in the state of Indiana.

Altogether, Lindsey plans to "lift as she climbs" and moves onward in the progression of the socio-economic conditions of marginalized communities. She believes advocacy, community organizing, and both quantitative and qualitative data are integral in finding effective solutions to systemic challenges. As an Racial Justice and Accessibility Fellow she looks forward to using her skills and experiential knowledge to increase civic engagement and voter participation in Indiana.

DANICIA MONÉT



ABOUT

Current City/State: Indianapolis, IN

Pronouns: She/They

Website: www.daniciamonet.co

SOCIALS

Instagram: @DaniaMonét

Twitter: @DaniaMonét

BIO

Dancia Monét is an arts & culture ambassador and urban planner pursuing her Ph.D. on the User-Experience of Race. Her applied research is based on the context of Race & Space – Growing Critical Cultural Capacity in the Built Environment. As a fellow with Americans for the Arts and Transportation for America she challenges the ideas of public space and place-making to encourage a people-centric status quo. Dancia holds a Bachelor in Urban Planning and Spanish & a Masters in Nonprofit Management with a focus on global relations and sustainability. She is a creative director, interaction designer, and planner based in Indianapolis, IN.

Made in the USA; Travels Worldwide

Count US IN



Additional Social Media Post Graphics



#RepresentationMatters:

Authentic Disability Representation

Tuesday, March 23 from Noon - 1 pm (EDT)

FEATURING
COUNT US IN



Disability Awareness Month Webinar Series
Learn more at Unite2Include.org



GOVERNOR'S
COUNCIL FOR
PEOPLE WITH
DISABILITIES

Count US IN



LET YOUR VOICE BE HEARD

WHAT SHOULD YOUR REPRESENTATIVES KNOW & ADVOCATE FOR?

March 16, 6p
March 23, 6p
RSVP for Link :
countusindiana@gmail.com
Subject: My Voice

FOR MORE INFORMATION, VISIT:
countusindiana.org

CC provided

Count US IN

Venus

Monique

Lindsey

Clarence

Danicia

Racial Justice & Accessibility Fellows

Count US IN



**RACIAL JUSTICE +
ACCESSIBILITY
FELLOWSHIP**
>>>>

Count US IN



FELLOW ACTION PROJECT SHOWCASE DAY

Date: May 1st
Time: 1:00 - 2:30 pm EST



Count US Indiana partnered with Humanity in Action to announce a Racial Justice and Accessibility fellowship program back in January. We recruited a cohort of fellows with a focus on voter participation, civic engagement, and advocacy initiatives for Count US INdiana.

Join us this Saturday as we host a virtual event showcasing the great works and projects they've done!

RSVP through email:
countusindiana@gmail.com

Use of Funds

The notes in red are the updates that were different than the proposed budget. As the community saw our work, we were given additional resources (row 9 of budget resources).

Notes:

Row 4 of budget resources & Row 5 and 8 of Budget Costs: When applying for the funding we budgeted for masks. By the time we received the funding, we already made a large order of masks from a different fundraiser earlier that year. We were invited to fundraise on every.org and acquired additional fundraising capacity. Thus, we decided to allocate that funding to sponsor another spot in the fellowship to give another person a leadership opportunity.

Row 10 of Budget Costs and Row 9 of Project Costs: For professional development and equity, we had the fellows learn how to clock their time. Some of the fellows were very passionate and continued to try to work over 10 hours the first few weeks. We had to teach them work-life balance. They eventually got it. Thus the clockify timesheet report below shows that they actually were paid \$9,782 as a cohort. Count US IN only went \$70 over what was fundraised, and pulled from our general budget.

Budget Resources		
Source	Expected/Requested Amount	Total
HIA	\$5,840	\$5,840
HIA	Trainings	\$0
Johns Hopkins Graduate	In-kind Zoom account access (valued at \$240 a year)	\$0
Fundraiser	\$2,000	\$3,870
When We All Vote	In kind voter registration portals	\$0
American Association People with Disabilities	In-kind training	\$0
Indiana Disability Rights	In-kind training	\$0
VoteRiders	In-kind training, materials, helpline support, and direct assistance for voter ID	\$0
INSILC	Indiana FairHousing Conference - sponsored trainings for 3 fellows (valued at \$55 each- \$165 total value)	\$0
	\$7,840	\$9,710

Count US IN



Project Costs		
Item	Estimated Cost	Total
Lead Organizer (20 x \$18.75) 2 months	\$3,000	\$3,000
Organizer (10 hrs x \$16) 2 months	\$1,280	\$1,280
Organizer (10 hrs x \$16) 2 months	\$1,280	\$1,280
Organizer (10 hrs x \$16) 2 months	\$1,280	\$1,280
Organizer (10 hrs x \$16) 2 months	-	\$1,280
Skype	In-kind	\$0
Voter Registration	In-kind	\$0
Printed Vote & BLM Masks & sanitizer	\$1,000	\$0
	\$7,840	\$9,782

Clockify Timesheet Report

Project	Description	Time (h)	Time (decimal)	Amount (USD)
Administrative		41:38:45	41.65	723.48 USD
Communications		16:16:00	16.27	301.94 USD
Education		10:10:00	10.17	186.04 USD
Fellowship		209:50:24	209.84	3,629.62 USD
Meetings		67:51:49	67.86	1,121.57 USD
Outreach		17:52:35	17.88	275.77 USD
Planning		132:44:46	132.75	2,104.81 USD
Trainings		93:27:27	93.46	1,438.85 USD
Total (02/22/2021 - 05/01/2021)		589:51:46	589.86	9,782.08 USD