

# **Orientation Guide**

Navigating your Fellowship



# Welcome from the RSA US Board





There are many paths to exploring and accessing the potential of the network.

We invite you to contribute to our ongoing initiatives.

We live in a moment when thoughtful, searching, open-minded, non-partisan, evidence-based conversation about opportunities for change in society, culture, and the economy is critical if not existential. This is the role the RSA Fellowship has played for over two hundred years, bringing those who appreciate Enlightenment principles into grappling with contemporary challenges seeking creative, human-centered solutions.

For me, this is why the RSA is so relevant at this time – exposure to and engagement with thoughtful conversation that is aimed toward how we, individually and collectively, can improve the human experience. The conversation involves Fellows from the broadest range of disciplines, experiences, origins, and geography.

RSA US offers this engagement among a nascent but growing cadre of like-minded individuals – like-minded in purposeful pursuit of ideas, yet wildly diverse in skills, backgrounds, and opinions of how to achieve an aligned view of progress. Our work with Fellows, together with the research and experimentation that emerges from RSA in London and around the world, seeks to influence society with real solutions.

My journey has focused on solving complex problems at the nexus of urban policy and economic development: as an intermediary between information and understanding in public broadcasting and communication design; and now in expanding an appreciation for creative collaboration, risk-taking, and human-centered design. RSA US has provided me with an outlet to help craft effective programs and public understanding around issues such as the future of work, universal basic income, responsible manufacturing, and sustainable practices.

I hope you find the RSA as rewarding as I do in these times of transition, uncertainty, and potential as we work together to move towards progress for all. The greatest value of this fellowship depends on all of us bringing our expertise, judgment, knowledge, energy, and networks to the table. We look forward to working with you to enhance the future well-being of our 21st century civilization.

### RIC GREFÉ, FRSA

Board Chair, RSA US

### A Note from RSA US Director





When I lived in London in 2007, I would go to events at the RSA house on John Adam Street and get my fill of philosophy and debate that envisioned a different world. The RSA was an incomparable intellectual brain trust at the time.

Since then, I've witnessed the RSA shift from a convening role to direct facilitator of societal change through innovative research, sparking networks for collective impact, and supporting Fellows in their desire for purpose and impact.

The power of the network has always been in our ability to attract a broad cross-section of society. Even from the beginning, notable Fellows like Adam Smith, Edmund Burke, and Karl Marx had very competing opinions on the 'good life' and how to get there. The RSA continues to be a home to different political ideologies, philosophical perspectives, and cultural and professional backgrounds, but it is the restless pursuit of the better society that unites our Fellows and staff in a common mission.

What draws me to the RSA is its deeply humanistic roots. The RSA's unique origins rest in a coffeehouse spirit of "informality" that brought together thinkers, makers, and merchants to hash out the issues of its time. It is an esteemed lineage of social collisions across silos that pioneered innovations in agriculture, economics, and labor practices that are still felt today.

That lineage connects to the present with constant reinvention driven by new generations of leaders adapting the RSA for the challenges of our age, whether that be the threat of automation, criminal justice reform and racial justice, or renewed civic infrastructure. Today, our network includes community activists and non-profit executives, foundation heads and corporate executives, media mavens and journalists, entrepreneurs and artists, and academics and policy-makers.

The RSA was founded on the simple belief that private citizens could pool their resources (knowledge, social, and financial capital) to support public improvements. I look forward to welcoming you to the Fellowship, and hope that your experience as a Fellow is a lifelong journey where you too can turn to the Society for inspiration, debate, collaborators, thought leadership, and for the amplification of your work and legacy.

### **ALEXA CLAY, FRSA**

Director, RSA US

# Fellowship Charter

**WE BELIEVE IN** 



CONVENING
REASONED DEBATE



ENABLING
PEOPLE TO REALIZE CHANGE



INFLUENCING
KEY ORGANIZATIONS



DEMONSTRATING
PRACTICAL SOLUTIONS

We are a global community of active problem solvers. Our purpose is to unite people and ideas to resolve the challenges of our time. We believe in a world where everyone is able to participate in creating a better future.

### **OUR VALUES**

### **OPEN**

Always transparent and honest, we welcome new thinking and different perspectives.

### **OPTIMISTIC**

We are confident that together, we can resolve the challenges of our time.

### **RIGOROUS**

Rooted in evidence-led thinking, we act with integrity and purpose.

### **PIONEERING**

We champion curiosity, creativity, and courage to inspire better ways of thinking and doing.

### **ENABLING**

Through generosity and collaboration, we help others succeed.

# Our Commitment to **Progress for All**

### WE STRIVE TO

### **ENSURE**

INCLUSION OF DIVERSE VOICES & PERSPECTIVES AT EVENTS.

### **ENABLE**

TIERED PRICING IN SUPPORT OF DIFFERENT FINANCIAL ABILITIES.

#### RECRUIT

AMBASSADORS, STAFF & BOARD

MEMBERS FROM A BROAD RANGE OF

BACKGROUNDS & EXPERIENCES.

#### **BUILD**

EQUITY & DIVERSITY

CONSIDERATIONS INTO CORE

ORGANIZATIONAL METRICS.

RSA US recognizes diversity, equity, inclusion, and accessibility as critical factors determining our ability to work towards our mission to support and amplify ideas that drive social change.

As such, RSA US welcomes people of all racial and ethnic backgrounds, national origins, gender identities, sexual orientations, political parties, socioeconomic backgrounds, abilities, ages, and religious/spiritual backgrounds – and all the possible intersections that form a complete self-identity – to the US Fellowship community, events, and initiatives.

The RSA has historically represented a cross-section of society afforded various systemic power (e.g. white privilege, gender privilege, those with access to wealth or political influence). RSA US acknowledges that institutional obstacles like racism, classism, and gender discrimination have played a role in determining who has access to, is represented in, and feels comfortable as a member of the RSA Fellowship. We are actively committed to learning, growing, and eliminating these barriers.

As we work towards implementing internal structures that will ensure equitable access to opportunities, as well as a culture of inclusion and support for anyone impacted by our organization, we welcome all feedback that might help us continue to refine our practice. Thank you for joining us on this journey.

### **Q** READ MORE

### **Seven Structural Pathways for Racial Equity**

https://www.thersa.org/discover/publications-and-articles/rsa-blogs/2020/06/seven-structural-pathways

#### **RSA US Statement on Intractable Racism**

https://www.thersa.org/fellowship/fellowship-news/fellowship-news/black-lives-matter





The RSA is an unrivaled network for exploring world changing ideas and developing impactful relationships. I've been to RSA events in Tokyo, Edinburgh, London, Miami, Washington DC, Pittsburgh, San Francisco, and New York. When I travel, I make a point of connecting with extraordinary Fellows around the world.

Lolita Jackson, FRSA
Former RSA US Board Chair
Special Advisor, Climate Policy & Programs, NYC Mayor's Office

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### **Our Reach**

10 MILLION+ SOCIAL MEDIA IMPRESSIONS 10,000 HITS IN PRINT & BROADCAST MEDIA 31,000 SUBSCRIBERS TO THE RSA PODCAST 700,000 YOUTUBE SUBSCRIBERS 14 MILLION VIEWS OF RSA SHORTS **100+ EVENTS WITH OVER 10,000 ATTENDEES 500 MILLION MINUTES VIEWED** 30,000 FELLOWS FROM OVER OF RSA ANIMATE **100 COUNTRIES** 3.5 MILLION+ VISITS TO OUR WEBSITE PIPELINE TO ALIGNED ORGANIZATIONS, FROM 143 COUNTRIES INCLUDING: WORLD ECONOMIC FORUM, NEW AMERICA, THE GUARDIAN, BBC,

330,000 VISITS TO RSA BLOGS

**FINANCIAL TIMES** 

# "When you're finished changing, you're finished."

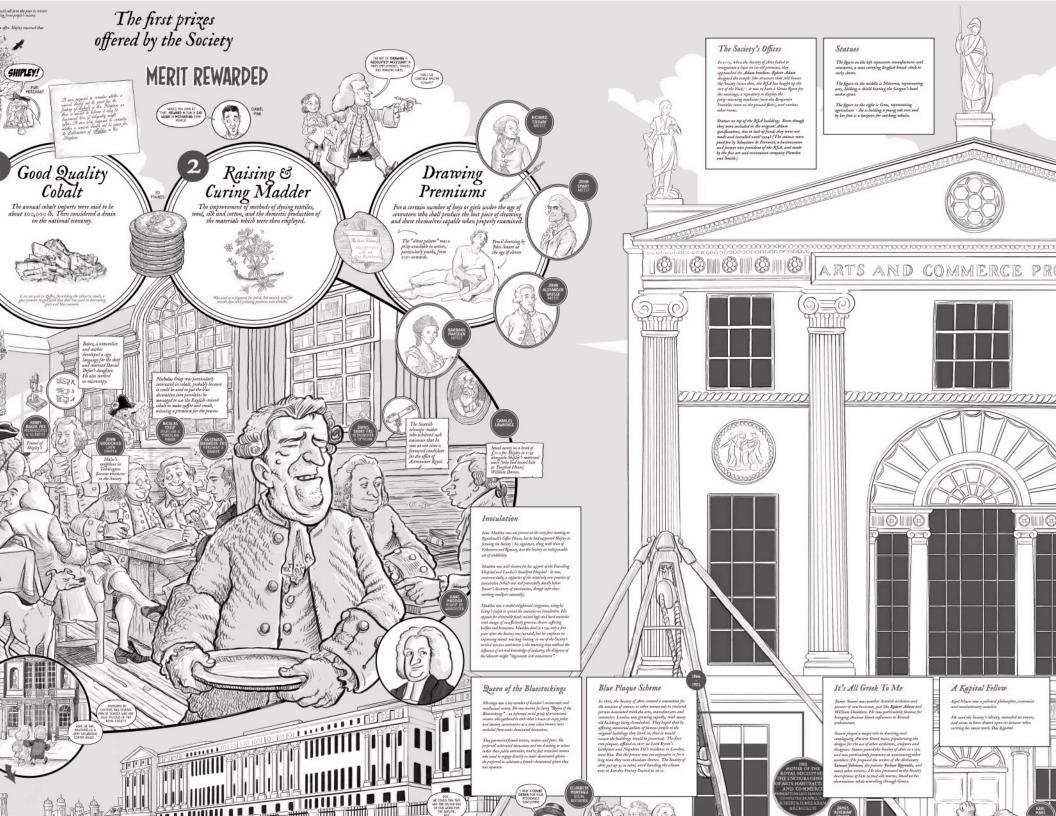
### **BENJAMIN FRANKLIN, FRSA**



# Section 1

About the RSA US Fellowship





# A Think Tank for the 99%

We are a global community of active problem solvers, uniting people and ideas to resolve the challenges of our time.

### 30,000 FELLOWS AROUND THE WORLD

The RSA US has over 1,000 Fellows, the largest group of Fellows outside the UK. Regional hubs currently include: Anchorage, Boston, Chicago, Los Angeles, NYC, Philadelphia, Pittsburgh, SF/Bay Area, Washington DC.

#### DEMOCRATICALLY OWNED THINK TANK

65% of our funding comes from Fellowship dues, which allows us to be more immune from external interests. 50% of our board is also elected from the Fellowship, ensuring our governance structures are accountable to our Fellowship.

#### **FELLOWSHIP OF LEADERS**

Fellows are united by a commitment to social change and human progress. We are community organizers, "big idea" thinkers and academics, problem-solvers, builders and inventors, expert facilitators, designers, entrepreneurs and industry leaders, policy makers, network builders, impact investors and philanthropists, amongst others.

### **UNPRECEDENTED BRAINTRUST**

We have a deep commitment to research excellence and integrity. The RSA – as a think/do tank – is both a trusted policy shop and helps bring ideas to life by breaking down complexity through executable impact and communication strategies.

### **WE BUILD BRIDGES**

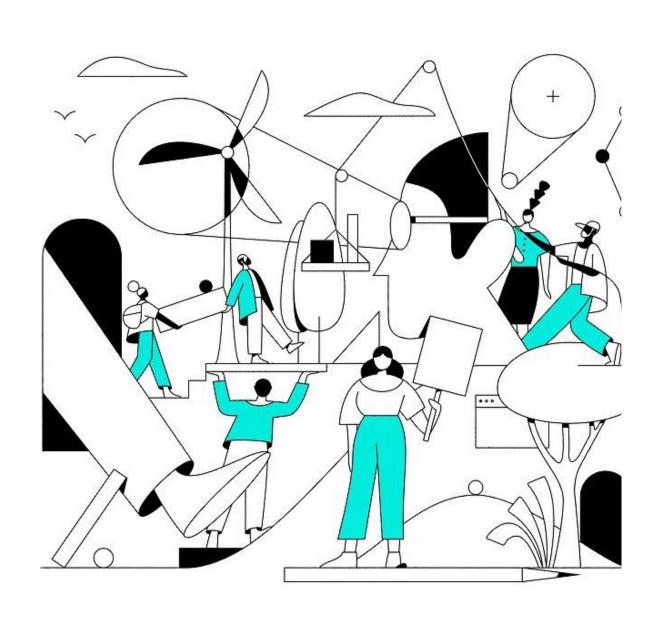
The RSA has unique reach into both 'grass-top' and grassroots stakeholders to support the acceleration of innovative policy and systems solutions. We work collaboratively, beyond our institutional walls to mobilize networks for change.

#### **HUMANISTIC SYSTEMS**

"Think like a system, act like an entrepreneur" is our guiding philosophy, which applies a design-led approach to complex social challenges. The RSA reflects deeply about the system as a whole, thinking about where our interventions will land, and being ready for when opportunities and energy for change arise.

# "Relationships are built at the speed of trust, and social change happens at the speed of relationships."

**REV. JENNIFER BAILEY** 



# The RSA Approach

We believe social change comes about through a choreography of three elements – individual agency, communities of practice, and institutional systems.



For over 250 years the RSA has been at the forefront of social impact. We were founded with a belief in the actions of private citizens to pool their collective will, resources and voice to advocate for public improvement. From our inception, we have been a champion of innovative, practical solutions to the social challenges of the time.

From ensuring education for all by creating the first public exams to promoting the need for conservation and sustainability, from seeking technological solutions to child labour to encouraging the planting of more than 60 million trees – social change is in our DNA.

Change happens through multiple pathways at the intersections and balance of individual agency, collective solidarity and communities of practice, and institutional systems. From the well-established and socially connected to just-getting-going or socially disenfranchised, our community is broad and inclusive. The goal is to identify and support as many ways of affecting and realizing change as possible.

Our reach extends from the grassroots through to policy makers. We welcome activists working to ignite recognition of rising inequality alongside shareholders working on long-term investment strategies that help the planet.

# RSA US Ecosystem

The RSA US Staff and Fellowship Services are dedicated to creating opportunities that support Fellows who step into voluntary leadership roles.

### CORE STAFF



**RSA STAFF** 



FELLOWSHIP SERVICES

Develop strategies, partnerships, and infrastructure to support Fellows in their work across the US

### **VOLUNTARY**

3 YEAR TERM



### **RSA US BOARD**

Oversee strategic direction and fiduciary responsibility for RSA US

2 YEAR TERM



### FELLOWSHIP COUNCILLORS

Bring strategic perspective from the Fellowship to RSA US Board + Staff

### **NETWORK BUILDERS**



#### THEMATIC NETWORK LEADS

Host regular conversations that support a particular topic of interest



Organize Fellows around particular advocacy objectives

1.5 YEAR TERM



#### **AMBASSADORS**

Support Fellowship activities in key RSA hubs across the US

3-6 MONTHS



#### SYSTEMS EIR

Remote residencies aligned with RSA core program areas

2.5 MONTHS



### **MENTORS**

Offer guidance and support of RSA Fellows around areas of expertise

# **RSA US Staff**



Alexa is passionate about formalizing insights and learning from social change practitioners. She has a love of hermits and Walden Pond, and is based in the Berkshires.

### ALEXA CLAY US DIRECTOR

### ALEXA.CLAY@THERSA.ORG

Alexa leads the RSA US – overseeing research, Fellowship, and thought leadership development across key U.S. cities and regions. She is helping to accelerate cross-city and regional collaboration, and grow a distributed network of Fellows for collective impact.

Previously, Alexa led Wisdom Hackers – an incubator for philosophical inquiry – and co-founded the League of Intrapreneurs – a movement to create change from within incumbent systems and big organizations. She also headed research initiatives at Ashoka, working with leading foundations and social impact entrepreneurs to develop learning projects.

Alexa is a leading expert on subculture and innovation from unlikely places. She is the co-author of the Misfit Economy (Simon & Schuster 2015), a book that explores underground and informal innovation. An economic historian and ethnographer by background, Alexa received her BA from Brown University and a MSc. from Oxford University.



Adanna is passionate about adult literacy and inspiring young people to envision a better future. She aspires to be a storyteller who helps drive positive social change around global issues. Adanna is based in London, UK.

### ADANNA SHALLOWE SENIOR GLOBAL MANAGER

### GLOBAL@RSA.ORG.UK

Adanna is an accomplished relationship manager with more than 10 years experience in the field of international affairs and development. She is currently the Senior Global Manager and is responsible for harnessing global insights in the RSA's research and for the implementation of its global strategy.

Previously, she led an international skills development program for UK youth. She also represented the UK in two international membership organizations; WorldSkills International and WorldSkills Europe.

Adanna also held research positions on development initiatives for the Government of Trinidad and Tobago and for the UNDP Caribbean Sub Regional Research Facility on their key practice areas on democratic governance, poverty reduction, disaster resilience and HIV/AIDS education and prevention. A graduate of The University of the West Indies at St. Augustine, Adanna studied International Relations and Business Management.

### **RSA US Staff (continued)**



Diggs is currently on the Board of the Better Business Bureau's Wise Giving Alliance the charitable giving accreditor of the BBB. While Diggs is based in Lancaster, PA, as a native of Brooklyn, NY, he remains a fan of the New York Mets.

### ROBERT DIGGS COMMUNITY AND PARTNERSHIPS LEAD

### ROBERT.DIGGS@THERSA.ORG

Robert Diggs is the Community and Partnerships Lead for RSA US. Diggs is responsible for growing the network and reach of the RSA in the US through partnerships and Fellowship recruitment. He supports opportunities for Fellows to share, learn and connect and works to spot opportunities for serendipity and collective impact.

Previously, Diggs managed operations for the Pennsylvania Consortium for the Liberal Arts, a group of small liberal arts colleges founded in 2014. In this role, he helped translate the collective vision of the member presidents into a coherent strategy that unified the membership.

He received his BA in Government from Franklin & Marshall College and holds a certificate in Nonprofit Executive Leadership from Indiana University-Purdue University Indianapolis.



Emily believes the next paradigm for humanity is within reach, and works to encourage regenerative practices from the public and private sector. In her free time, Emily can be found in the forest or practicing archery in the fields. She is based in West Virginia.

### EMILY CHIAPPINELLI FELLOWSHIP EXPERIENCE DESIGNER

### **EMILY.CHIAPPINELLI@THERSA.ORG**

Emily works part-time at RSA US designing and supporting Fellowship programs, and deepening the connection mechanisms for the Fellowship community. Her evolving focus is currently on the mentorship program, the city hubs, and the Ambassador program.

Emily's background is in community organizing, impact measurement, and organizational design. She tends to enter into different projects at the start-up phase and helps them to grow into their next level of actualization.

Past projects include helping develop and launch a citywide better business campaign in New York City; building the organizational infrastructure of classical music community platform Groupmuse; and designing impact measurement systems for organizations and entrepreneurs while working for different social impact consulting firms.

# Systems **Entrepreneur** in Residence

The Systems Entrepreneur in Residence (EIR) role is a short-term engagement that supports self-directed projects tied to a core RSA US program. Candidates are vetted for their collaborative leadership and desire to explore a cutting-edge theme, topic or intervention point in their field.



Contact general.us@thersa.org for more information.



How do we develop new forms of ownership within the private sector?

### TAYO AKINYEMI CHICAGO

Tayo is the former Executive Director of AfriLabs, a pan-African network of tech innovation hubs. An entrepreneurship enthusiast, she began her career at an NGO dedicated to advancing women in corporate business.

From developing a community-inclusive business strategy for a greenfield sugarcane ethanol venture in Mozambique, to executing the US entry strategy for a digital marketing company in Brazil, Tayo focuses on helping build sustainable social impact businesses.



How do we support emerging economic security innovations?

### SEAN KLINE SF BAY AREA

Sean is a mission-driven social innovator focused on financial health and economic security. He recently cofounded The Access Lab, which launched an online tool to help gig and other low-wage contract workers successfully navigate COVID-19 government assistance in the US.

Sean is the former Director of the San Francisco Office of Financial Empowerment, which convenes, innovates and advocates to strengthen economic security for low-income communities and communities of color.

### **THINK LIKE A SYSTEM**



Deep analysis and diagnosis of societal challenges
Interrogate theories of change
Ability to synthesize complexity into frameworks
Operate with steady intention
Envision multitude of future scenarios
Anticipate pushback
Understanding the ecosystem of actors and incentives

### **ACT LIKE AN ENTREPRENEUR**



Build solutions that address societal needs
Interrogate conventional wisdom
Ability to edit complexity into actionable insights
Operate with urgency
Unwavering belief in accomplishing a singular vision
Anticipate risks and failures
Collaborative and opportunistic

The artful blend of "think like a system and act like an entrepreneur" enables us to work collaboratively with change-makers on some of society's biggest challenges.

# **RSA US Board**



RIC GREFÉ BOARD CHAIR, RSA US

Ric has spent decades encouraging thoughtful discussion of policy issues in the civic arena as a journalist, in handling legislative strategy and strategic planning for public broadcasting, and as the CEO of AIGA where he was a longtime advocate for the use of design thinking and creative collaboration for social change. Ric was educated at Dartmouth College and Stanford University and lives in Connecticut. Currently, he is Design Thinker in Residence at Williams College.



MOLLY KINDER
TRUSTEE

Molly is a leader in innovation, policy, research, and impact investing. Her research explores an equitable future of work and examines the impact of emerging technologies on low wage workers and women. She is an adjunct professor at Georgetown University, where she teaches the social, economic, and policy implications of artificial intelligence. Molly was a senior advisor and director of research with New America's Work, Workers and Technology program, and is currently a nonresident senior fellow.



PANTHEA LEE TRUSTEE

Panthea is the co-founder and Executive Director of Reboot. She is passionate about facilitating unlikely but effective collaborations between communities, activists, movements, and institutions to tackle structural inequity – and working with cultural institutions to build momentum for courageous change. Panthea is a pioneer in designing and guiding multi-stakeholder processes to address complex social challenges, with experience doing so in 30+ countries, with partners including UNDP, UN Women, and World Bank.



CHRIS PADDEN
TREASURER

Chris is the Vice Chair of Whole Education, a partnership of organizations committed to redefining the education system. Whole Education facilitates collaboration between innovative schools; exposes educators to world-class thinking and approaches; and supports effective professional learning. Previously, he was the CEO of the Assessment Foundation, one of the UK's leading non-profit organizations supporting educational improvement.

### **RSA US Board (continued)**



### ANTHONY PAINTER TRUSTEE

Anthony is the Chief Research & Impact Officer for The RSA, leading the Action and Research Centre (ARC) and its work around the three change aims – creativity, learning and development; economy, enterprise and manufacturing; and public services and communities. His own work focuses on a range of policy issues including the impact of new technology on the economy and society, reform to welfare, work, learning and skills, and reform to public services and a range of public institutions.



### JAN PORTILLO TRUSTEE

Jan is a highly experienced coach and coach educator who has extensive experience leading significant change and improvement in and across organizations, translating strategy and concepts into implementable models and practice. She has served on a number of Boards, including the International Coach Federation (ICF) and the Association of Coach Training Organisations (ACTO). Jan has been a Fellow of the RSA since 2007, and is a Trustee on the Board of the RSA and the RSA US.



### SHAIFALI PURI TRUSTEE

Shaifali is the former Executive Director of Global Innovation at NIKE Foundation, where she helped drive innovation across all aspects of the Foundation's work. Before that as the Executive Director of Scientists Without Borders, Shaifali raised millions of dollars to support open-source innovation in the sciences with partners that range from Johnson & Johnson to Pepsico. Her quest is to address some of the world's most pressing challenges – ranging from from poverty to gender equality and beyond.

# **RSA US Regional Hubs**



# **RSA US Thematic Networks**

### **GLOBAL NETWORKS**

ARTISTS' NETWORK

**HEALTH, CARE & WELLBEING** 

**COACHING NETWORK** 

INTERNATIONAL DEVELOPMENT

PERFORMING ARTS

**INNOVATIVE EDUCATION** 

**SUSTAINABILITY** 

LGBT CREATIVE CULTURES

**SYSTEMS THINKING** 

Learn more at

https://www.thersa.org/fellowship/networks

US Fellows-led thematic networks are self-organized online communication networks that form around one particular theme or topic of interest. Fellows share resources, promote dialogue, and collaborate across regions and sectors to explore ideas which have the potential to become a powerful source of social change.

### **DELIBERATION GATEWAY**

The Deliberation Gateway Network is a first port of call for those curious about deliberative democracy.

#### **NETWORK LEAD**

Dr. Chris Forman, FRSA chris.forman@northwestern.edu

### **GENDER EQUITY**

We explore, support, and promote an intersectional lens towards achieving gender equity for women in society and the workplace.

#### **NETWORK LEAD**

Octavia Goredema, MBE, FRSA octavia@twentytenagency.com

### AUGMENTED SOCIETY

We are concerned and excited about the impact technology is having on society and will continue to have in the coming weeks, decades and centuries.

#### **NETWORK LEAD**

Zoë Camper, FRSA zoe@slink.net

Jonathan Tavss, FRSA jonathan@kaleidoko.com

### **☑** GET IN TOUCH

Contact general.us@thersa.org for more info about starting a Thematic Network.

# Section 2

Ways to get involved





# A **260-Year** Old Start-up

At the RSA US, Fellows drive our evolution. We strive for continuous improvement towards our goal of activating opportunities for Fellows to harness the fullest potential of the RSA platform.



Fellows are empowered to self-organize towards collective impact, and can help imprint their unique gifts and essence into the RSA through proactive leadership.

This can mean hosting or curating our regular salon series, pioneering applied action and research, contributing to RSA's institutional policies or volunteering as a regional ambassador, sharing your expertise with the network, and supporting and lifting up the work of other Fellows.

Our culture is shaped by each of your contributions. Please feel free to express ideas or feedback to the RSA US team or Ambassadors if you think an aspect of the Fellowship experience could be improved. We are tinkerers and experience designers at heart, and want to shape an RSA that is adaptive to your needs.





As a young NGO leader, I credit a considerable part of my achievement to the RSA. Being a Fellow means having access to a community of thinkers and doers who are committed to positive social change. From town hall events with intellectually intimate discussions to the mentorship program where lasting partnerships are formed, the Fellowship equips me with tools that benefit both my career and personal growth.

Le Dong Hai "DoHa" Nguyen, FRSA

# **Community & Collaboration**

RSA US supports the distributed leadership actions of 1000+ Fellows engaged in social change work across the country and the world. In addition to our regular monthly newsletter, here are some initial ways to find one another.

### **RESOURCES**

### **MENTORSHIP**

Pairs Mentees (a Fellow who has specific requests, needs, or advice they are seeking) and Mentors (a Fellow who has specific advice, skills, connections, or experience they would like to offer).

### **MYRSA**

Online database of all Fellows within the RSA from around the world. Fellows can be filtered by field, interest area, and country.

### SLACK CHANNEL

Our most active day-to-day networking tool is the RSA US Slack account. As a new Fellow you can introduce yourself and connect with others in the community and post needs/offers.

#### TOWN HALL

The Town Hall is our bi-annual gathering place for RSA US Staff, Board Members, Ambassadors and Fellows from across the US to get together and forge critical connections.

### PEER LEARNING GROUPS

#### **BRAINTRUST**

Opportunities to convene a field of practice or a system to amplify learning and connections.

#### CIRCLES

Small self-organized groups to share and learn from each other about anything ranging from professional or issue-based interests to personal or life situation overlap. A great way to build relationships and explore potential project collaborations.

### COALITIONS

Advocacy groups that work to influence policy and practice around particular issue areas.

### THEMATIC NETWORKS

Self-organized online groups that form around a singular theme or topic.

# **Mentorship** Program

The RSA US Mentorship Program is a match-making mechanism that connects Fellows with particular needs with Fellows who can help them meet those needs. This program is built to connect Fellows in a deep and substantive way, and promotes the sharing of the knowledge, skills, connections, and experiences that Fellows possess.

The mentorship program provides a way to meet the Fellows who up make this incredible network and benefit from sharing in the life experience each person has amassed.

Fellows get matched based on mutual fit, and work together over the course of three months in an intimate and sustained way to meet the needs or goals of the mentee. The relationship between paired Fellows is structured through creating agreements about communication, goal-setting, and expectations. Any Fellow can sign up to be a mentee or mentor, and the time commitment is a minimum of seven hours over the course of three months.

The program offers different benefits to participating Fellows based on the role they assume. Past mentors have remarked at the brilliance of their mentees, and noted that being in a mentor role provided them with exposure to new ideas and a way to share the learnings from their career decisions in a way that clearly benefits another person. Past mentees have described the mentorship they've received as invaluable for navigating career or life transitions and having an "outside person" to soundboard their ideas off of.

Many mentor-mentee pairs have stayed in touch with each other far after the official end of the program. It runs twice a year; one cycle in the spring, and one cycle in the fall.



Via the RSA US mentoring program, I have been counseled on the book publishing process by four different RSA Fellows.

I'm thrilled to share that I have now received an offer from a publisher to acquire the worldwide rights to my book.

Thank you so much for the opportunity and the connections that helped make my book possible. I'm forever thankful.

Octavia Goredema, MBE, FRSA



# **Organizing Events**

### **IN-PERSON PROGRAMMING \***

### **SALON**

An informal conversation-focused event where sameregion Fellows gather for discussion around an established theme or topic. Often includes featured speakers to help deepen the conversation.

### **WORKSHOPS**

An event (virtual or in-person) used to get feedback on a particular idea, project or initiative. We recommend keeping it under 15 people.

#### **SUMMIT OR PANEL**

Fellow-led organizing of public facing events used to ignite dialogue, discussion and reflection on the big issues of our time. Often aligned with RSA US's impact opportunity goals, and co-hosted with other partners.

### **☑** GET IN TOUCH

Contact general.us@thersa.org for help organizing gatherings that invite the broader RSA community to share in explorations of a topic, theme, or project.



### RSA US | WASHINGTON DC | SALON RESILIENCE

From global energy, political, climate, military, and financial systems to local communities, cities, movements, organizations, and individual self-care – as we collectively try to grapple with these turbulent times, are there threads that tie together resilience efforts from both the ground up and top down?

**Featuring**: Lolita Jackson, FRSA (Former RSA US Board Chair and Special Advisor, Climate Policy & Programs, NYC Mayor's Office)



### RSA US | NEW YORK | SALON LIFE AFTER INCARCERATION

Talk of the injustice of the criminal justice system is at an all-time high. But what happens once incarcerated individuals are released?

**Featuring**: Julio Medina, Founder of Exodus
Transitional Community; Dominic Dupont, star of the
documentary Raised in the System; Coss Marte,
Founder of Conbody; Ashish Prashar, FRSA (served
time and then had a lengthy career in both UK and US
politics, including with the Mayor of London).

### **Organizing Events (continued)**

### VIRTUAL PROGRAMMING

### **VIRTUAL SALON**

Informal RSA US Fellow-led virtual events with the aim to create open dialogue and a space to connect across geography over the issues of our times. Often includes featured speakers to help us deepen the conversation. Third Thursday of the month.

### **SKILLSHARE**

Fellows or invited presenters share a concept or skill for folks who are interested in learning about what is being offered. Last Friday of the month.

### **VIRTUAL COFFEEHOUSE**

Inspired by the spirit of debate and dialogue that defines Rawthmell's, the historic coffeehouse of the RSA. Often features a globally recognized industry leader, and open to the broader RSA network.

### RSA US | VIRTUAL SALON ART & SPECULATIVE DESIGN

How can art and speculative design – as opposed to the problem-solving of affirmative design – help people understand the complex systems and potential effects of the technologies around us, inspire new ideas, and empower action and change?

**Featuring**: Pip Mothersill, FRSA (designer and researcher, MIT Media Lab); Floor van de Velde, Professor, School of the Museum for Fine Arts; Sarah Newman, artist and researcher, Harvard's metaLAB.

### RSA US | VIRTUAL SALON EXPERIMENTS IN CITIZEN ENGAGEMENT

RSA has been exploring deliberative democracy as an alternative governance framework for complex and sophisticated political systems. Could citizen's deliberations ever play an international role? What factors need to be in place for deliberative democracy to be successful?

**Featuring**: Chris Forman, FRSA; Deliberative Democracy Consortium; Co-Intelligence Institute; Healthy Democracy.

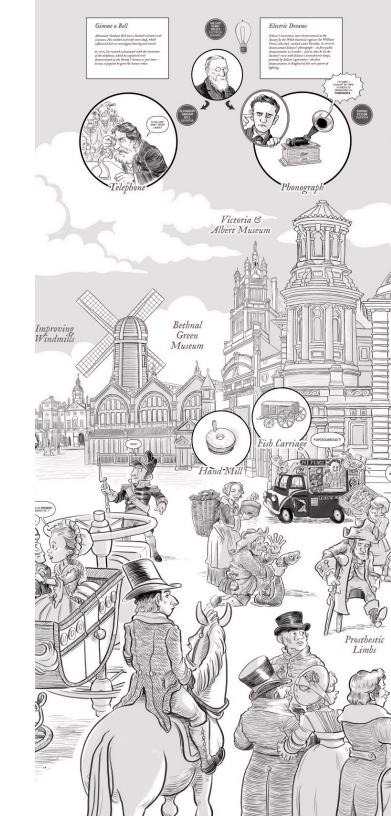


### **COVID-19 GUIDELINES**

RSA US recognizes the effects of Covid-19 on in-person events. We recommend following all federal, state, local, and common sense guidelines to keep our community safe. Contact us for help translating typically in-person events into virtual ones. Virtual events can allow us to open up outreach to the Fellowship across the US, UK, and affiliate areas.

# **Section 3**

Impact opportunities





# **Project Support**

From help with funding and valuable feedback from experts, to communications strategies that amplify the reach of your work to leaders and influencers around the world – we can support RSA Fellows at various stages of their projects.

**BLOG POSTS** Our blog articles feature the latest ideas and thinking

from the RSA Action and Research Centre, Fellowship

staff, and guest bloggers.

**CATALYST** The Catalyst Grant provides support for Fellows'

projects at different stages of their development. There are two different grants, our £2,000 Seed Grant and £10,000 Scaling Grant, which we open applications for

3 times a year.

GRANT

**CROWDFUNDING** For Fellows organizing their own crowdfunding

campaigns, we can cross-promote in our newsletters,

provided the project aligns with our mission.

FISCAL In instances where projects need fiscal support, the

**SPONSORSHIP** RSA US has tax-exempt status that supports Fellows'

initiatives aligned with our mission.

PROJECT

PITCHING

Fellows are encouraged to pitch their projects or put out calls to action to the US Fellowship to help them

get the contacts and resources they need.

RSA TRANSFORM

RSA Transform is an ambitious program supporting projects that have the potential to transform society by mobilizing the RSA's unique resources behind the bold visions of our Fellows. Find out more about the

guidelines and criteria.



Contact general.us@thersa.org for more information.

# **RSA Transform**

### **PROJECT CRITERIA**

- The project lead is an RSA Fellow.
- The project aligns with one of the RSA's key themes and be clearly identifiable as making a change in society outlined in the RSA Charter.
- The project aims to change society in a systemic way.
- There is evidence that the project is highly innovative and targeting a clear social need.
- The project must be established and have proof of concept.
- There is a clear, measurable strategy for sustainability and growth.
- The project has the potential to achieve significant social impact.

RSA Transform is an ambitious program supporting projects that have the potential to transform society by mobilizing the RSA's unique resources behind the bold visions of our Fellows.

### **EXAMPLE: CITIZEN ASSEMBLIES**

The RSA US is currently supporting Of by For, a movement and organization working to erect democratic lotteries as public demonstrations that can overcome our divisive political landscape and create infrastructure for civic conversation. The RSA US is supporting this initiative with an introduction to funders, strategic guidance, connections to advisors/ experts, and promotion.

### **EXAMPLE: COMMUNITY BANKING**

The RSA supported the development of The Community Savings Bank Association (CSBA) to rebuild a network of independent, local banks in the UK. The RSA provided marketing and events support and made introductions through the network to support the early stages of CSBA.

### **HOW WE CAN HELP**

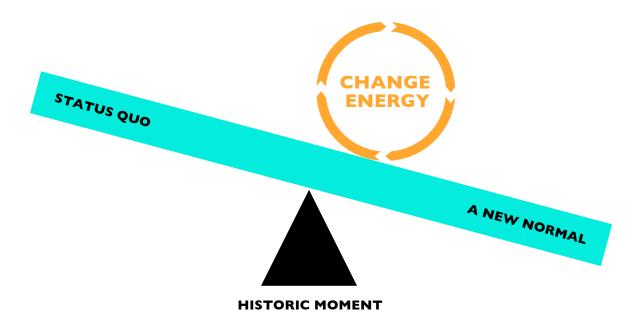
Approved projects will work with a dedicated RSA staff member who helps design and implement a bespoke program of support, including: identifying valuable expertise from within the Fellowship; convening influential stakeholders; or amplifying a message to mobilize people around a call to action.

### **☑** GET IN TOUCH

Contact general.us@thersa.org if you have a project that fits our criteria.

# **Coalitions** for Change

The global pandemic is creating a ripeness for change in social and economic policy in the US. Our coalitions for change unite diverse stakeholders to advocate for emerging policies and practices.



Many of the critical agendas the RSA has been working on for over a decade are now at a 'tipping point' as more radical economic and social policy ideas are being ushered in to support a crisis response to Covid-19. Everything from criminal justice reform, worker voice, inclusive growth, lifelong learning, community design for public services, to universal basic income, have overnight become part of mainstream discourse.

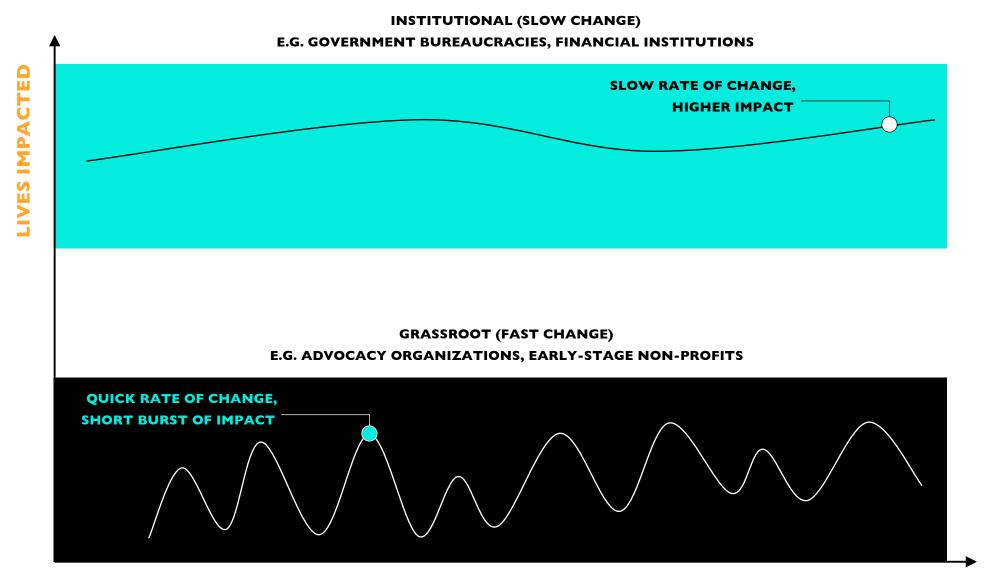
Our challenge is to embed and institutionalize these approaches so they become long-term strategies rather than just part of a short-lived crisis response. We hope to ensure these new adaptations have sticking power in the American social imagination and become part of enlightened policy-making for years to come.

Through our network, the RSA is helping to grow capacity for these emergent policy innovations through curated coalitions of change that engage a variety of social movement actors who collectively can spark enduring action.

### **☑ GET IN TOUCH**

Contact general.us@thersa.org for more information.

# **HOW CHANGE HAPPENS**



# **Student Design Awards**

The competition is open to undergraduate and postgraduate students enrolled at any higher education institution, college or university anywhere in the world.



The RSA Student Design Awards is a global curriculum and competition that challenges students to apply their skills and creativity to tackle today's most pressing social and environmental issues. We achieve this by setting project briefs that inspire and challenge students to think differently about the boundaries and purpose of design.

We work closely with industry partners to develop the briefs, ensuring that students are setting their minds to pressing real world problems. And we help colleges, universities and educators embed the briefs into their curricula, supporting participants further with workshops and mentoring.

# **☑** GET IN TOUCH

Are you are a professor, student or design-affiliated professional who would like to get involved? Or are you a corporate sponsor or patron that would like to work with us around specific design briefs? Contact SDAenquiries@rsa.org.uk for more information.

# **Action & Research** Centre

RSA's Action and Research Centre functions as an in-house think tank. It helps provide diagnosis and provocation around some of society's most intractable problems by conducting original research, tracking innovative solutions to societal challenges, and amplifying new ideas & practices.

# **TECH & SOCIETY**

We believe in a human-centric technology sector, guided by a respect for human dignity and ethics. Our Tech and Society program explores how to increase the agency that people have over the way that organizations design and employ emerging technologies. We work with technology companies, public bodies, and civil society to understand the challenges and opportunities posed by future technologies.

# FUTURE OF WORK

The mission of our Future of Work Centre is to ensure everyone can pursue *good work* in an age of technological change. Our principles for good work include: economic security, wellbeing, growth, freedom, and affirming identity.

# **PEOPLE, POWER & PLACE**

Economic and social policy-making needs a shift in power to people and communities. The focus of our People, Power & Place program is to reduce regional inequalities and foster leadership amongst civil society to bring about more inclusive and fair economies. We support interventions that embed equity and inclusion and that bring social justice considerations into economic development.

#### **ART OF CHANGE**

Through our network, we pause and put a lens on the art of change-making itself and interrogate our assumptions and common myths around how we make change in society. Through this inquiry, we regularly host conversations and workshops for Fellows and allies around the art and science of change-making.

### **LEARNING SOCIETY**

We work with local leaders, learning providers, and employers to find untapped sources of community education and transform local lifelong learning. Our program aims to promote a "Learning Society" to widen access to learning for all, prepare young people for work, join up skills and industry, create a workforce ready for a changing world of work, and encourage a sense of place, identity and ambition.

#### REGENERATIVE FUTURES

An experimental inquiry to bring together new collaborations that confront environmental degradation and social injustice in tandem. How might we create a system that can respond more effectively to complex challenges we face now and in the future?

# FUTURE OF WORK SUMMIT IN PARTNERSHIP WITH ENERGY INNOVATION CENTER

RSA US | PITTSBURGH
ACTION & RESEARCH CENTRE: FUTURE OF WORK

RSA US convened 75 experts and practitioners from across the country – leaders working to bring about cultural shifts from within big business, regional economies, local municipalities, and neighborhoods – in Pittsburgh to discuss how to design for shared prosperity in a 21st century economy.

Coalition leadership was provided by Economics of Mutuality, Mars Catalyst, and the League of Intrapreneurs.

### **ORGANIZING FELLOWS**

- Fred Brown, FRSA | President & CEO, Forbes Funds
- Rich DiClaudio, FRSA | President & CEO,
   Energy Innovation Center Institute
- Grant Ervin, FRSA | Chief Resilience Office, Pittsburgh
- Jabari Jones, FRSA | President,
   West Philadelphia Corridor Collaborative



# ART OF CHANGE WORKSHOP IN PARTNERSHIP WITH EATON HOUSE DC

RSA US | WASHINGTON DC
ACTION & RESEARCH CENTRE: ART OF CHANGE

For 250 years, the RSA has stewarded progressive change. Today, with a global footprint of over 30,000 Fellows and countless coalition partners, we want to pause and interrogate how we show up. RSA US brought together grass-top and grassroots leaders across government, community development, technology, philanthropy, education, arts, and more to share perspectives on the mechanics of social changemaking for the 21st century.

Insights from the event have been integrated into RSA Lab's model for social change.

# **ORGANIZING FELLOWS**

- Hosan Lee, FRSA
- Nate Wong, FRSA | Managing Director, Beeck Center



# INCLUSIVE GROWTH ACCELERATOR IN PARTNERSHIP WITH THE CENTRE FOR PROGRESSIVE POLICY & CODA SOCIETIES

RSA US | CHICAGO
ACTION & RESEARCH CENTRE: PEOPLE, POWER & PLACE



Inclusive growth in action: Snapshots of a new economy

Atif Shafique, Becca Antink, Alexa Clay and Ed Cox



RSA US worked to translate the findings from the RSA's Inclusive Growth Commission into an operational model for the region of Chicago. We helped design a cross-organizational coalition and an accelerator model for the region to pilot concrete strategies for delivering on the vision of inclusive growth.

Coalition leadership was provided by LISC Chicago, World Business Chicago, and CMAP. Funding was provided by the Chicago Community Trust and the MacArthur Foundation.

### ORGANIZING FELLOWS

- Kelwin Harris, FRSA
- Meghan Harte, FRSA | Executive Director, LISC Chicago
- Terry Mazany, FRSA | Former Executive Director, Chicago Community Trust

# **Q READ MORE**

www.thersa.org/discover/publications-and-articles/ reports/inclusive-growth

# THE RSA'S FORUM FOR ETHICAL AI IN PARTNERSHIP WITH DEEPMIND TECHNOLOGIES

RSA US | SAN FRANCISCO
ACTION & RESEARCH CENTRE: TECH & SOCIETY



The RSA's Forum for Ethical AI ran a citizens' jury to explore the use of AI in decision-making. We convened participants to grapple with the ethical issues raised by the application of AI under different circumstances and enter into a deliberative dialogue about how private and public sector institutions should respond. Our concluding report presents a toolkit for organizations seeking to deploy their own ethical processes around the proliferation of AI.

# **AFFILIATED FELLOWS**

- Zoe Camper, FRSA
- Rumman Chowdhury, FRSA | Global Lead for Responsible Al, Accenture Applied Intelligence
- Jonathan Tavss, FRSA | Co-founder, Kaleidoko

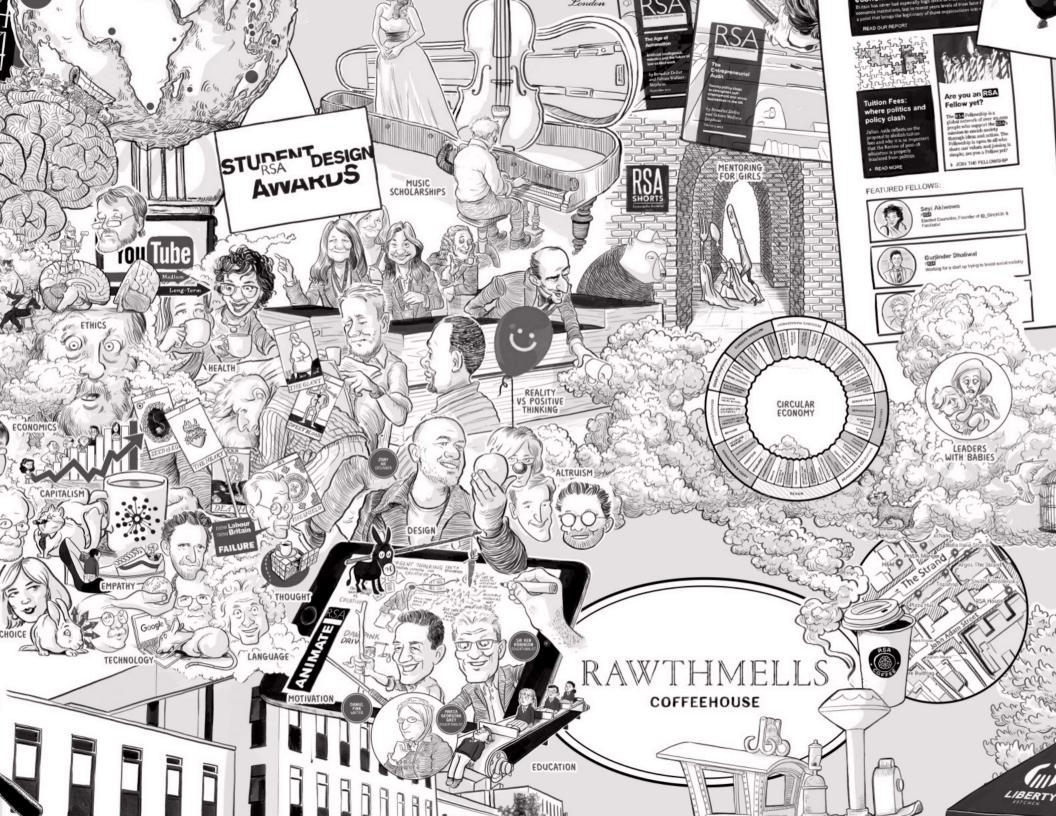
# **Q READ MORE**

https://www.thersa.org/action-and-research/rsaprojects/economy-enterprise-manufacturing-folder/ tech-and-society/forum-for-ethical-ai

# **Section 4**

Appendix







# FINANCIAL TRANSPARENCY

# **About your Fellowship Dues**

Fellowship Dues represent 65% of the RSA income. Your support of the Society allows us to be a more democratic voice for social change, less beholden to external funding interests and more accountable to the public.

# Finding RSA US financial data

- RSA US is a 501(c)(3) nonprofit organization that was incorporated in the Commonwealth of Pennsylvania as "Fellows of the RSA in the United States" in 1991. We received tax exempt status in March 1992.
- Our Guidestar profile: https://www.guidestar.org/Profile/7115275
- Our IRS Form 990 (via ProPublica): https://projects.propublica.org/ nonprofits/organizations/232647480

# Funding research/grants

- Our nonprofit status allows RSA US to apply for funding that benefits the Society and the Fellowship, but requires a US organization to be the responsible fiscal agent. This further amplifies the reach of the RSA by leveraging the philanthropic capacity of US based charitable organizations.
- There are opportunities to co-create with corporate and nonprofit fiscal sponsorship. Interested organizations fund a brief that often helps them discover or field test the next "big idea" in their field.

# **DATA TRANSPARENCY**

### **GDPR**

The General Data Protection Regulation is a European Union law that governs the rights to personal data protection for EU and European Economic Area (EEA) citizens. The act also dictates how organizations that collect and/or interact with EU/EEA citizens must handle that data. To ensure compliance, RSA US operates under the guidelines of GDPR.

# Third-party technology products used by RSA US

- Google Suite: used to share documents and create forms for collecting data
- Hylo: used to coordinate collaborations across the RSA Fellowship
- Microsoft Outlook: used for RSA's calendar and email management purposes
- Salesforce: used to manage and organize your Fellowship data
- Slack: used to allow organic communications across the RSA US Fellowship
- **Zoom**: used to host most of our virtual events
- Social media: accounts include Facebook, LinkedIn, Twitter, YouTube

### Where different email communications come from

As a Fellow of the RSA, you will be receiving emails from different departments within the RSA. These include general Fellowship newsletters, "global" newsletters that are specific to all non-UK based Fellows, and US newsletters specific to Fellows living in the United States exclusively. The newsletters from RSA US are where we advertise all of our upcoming events, virtual salons, programming, thematic networks, and more. If you are not receiving emails from the RSA US, please contact general.us@thersa.org for assistance.

# **FAQs (continued)**

# **HOW TO NOMINATE A FELLOW**

Do you know someone who would be interested in joining the RSA Fellowship, and plugging into a supportive community of people committed to driving social change, to RSA publishing platforms, grant funding, collaboration and promotion opportunities, all RSA content, events, and mailings? Once Fellows are accepted into the Fellowship, they pay an annual tax-deductible fee each year to continue their membership with the RSA and to support the organization.

**Learn more**: https://www.thersa.org/fellowship/join/information-about-applying

### **STEP I: SEND IN YOUR NOMINATION**

You can send an email to fellowship@rsa.org.uk with the names and email addresses of your nominees, or you can fill out this short online nomination form at https://www.thersa.org/fellowship/nominate.You will need your Fellowship number.

### STEP 2: WE INVITE NOMINEES TO SUBMIT AN APPLICATION

A member of the Fellowship Team will send a bespoke invitation with an online fast-track application to your nominees. Through your nomination, they will not need to provide details of referees to support their application.

# **STEP 3: THEY ARE ELECTED AS FELLOWS**

Once your nominees complete the Fellowship application, we will send it forward to our Admissions Panel and elect them to the Fellowship. Once they are confirmed as Fellows, we will send you an email to inform you as well.

# **LEXICON**

### **DISTRIBUTED LEADERSHIP**

The RSA US model of systems change, devolving the actionable steps to "on the ground" practitioners and problem solvers.

#### **FELLOWSHIP COUNCIL**

The RSA Fellows that approve new Fellows and provide counsel to the RSA Board.

### **RSA AGM**

The Annual General Meeting held by the RSA typically in October to give an account of emerging strategy and operations to Fellows.

## **RSA FELLOWS**

The people who form our Fellowship. May use post-nominal letters FRSA to signal their part in the Society. Life Fellows are those that make a one-off payment to the RSA to become Fellows for life. It is a discounted rate to annual dues for those that intend to make a long-term commitment to the RSA. If you intend to be a Fellow for more than 5-7 years, a one-time Life Fellowship membership may be right for you.

# **TOWN HALLS**

Bi-annual presentation of RSA US activities to US Fellowship.

# TRUSTEE

A member of the RSA and/or RSA US Board - each organization has a separately incorporated board in line with the nonprofit requirements of England, Scotland and Wales (RSA) and the United States (RSA US).

# **RSA US Contacts**

# MAIN

# **GENERAL.US@THERSA.ORG**

Email us if you are interested in submitting a blog, have an idea for a potential event or thematic network, or want to understand more about how to get value from your Fellowship. We'll also help direct your inquiry to the appropriate departments.

# **OTHER**

# **FISCAL SPONSORSHIP REQUESTS**

alexa.clay@thersa.org

# **CONNECTING TO GLOBAL FELLOWS**

jessica.white@rsa.org.uk

# **MENTORSHIP PROGRAM**

mentorship@thersa.org

# **BILLING**

fellowship@rsa.org.uk

### **NOMINATE A FELLOW**

fellowship@rsa.org.uk

## **RECEIVE A CATALYST GRANT**

catalyst@rsa.org.uk

# FIND US ONLINE

### **RSA US WEBSITE**

https://www.thersa.org/united-states

### **FACEBOOK**

https://www.facebook.com/theRSAorg

# **TWITTER**

https://twitter.com/thersaorg

# **YOUTUBE**

https://www.youtube.com/thersaorg

### **LINKEDIN**

https://www.linkedin.com/company/rsa-us





The RSA in the US offers a valuable chance to connect with a growing network of ideas and leaders. During such challenging times we need institutions like the RSA to be bold and dynamic in finding new ways to address longstanding issues. It has been a honor to serve as a board member, chair the Ben Franklin Medal and – most of all – benefit from the warmth and light of the Fellowship.

Henry Timms, FRSA
President & CEO, Lincoln Center



# **Thank You**