



# FELLOWSHIP

Fellowship Overview & Information

2021-2022





**ALL SQUARE:**

A civil rights nonprofit that invests in those impacted by mass incarceration.

**OUR MISSION:**

We invest in innovative programs and ideas to transform systemic injustice—all towards a world where the harms created by the criminal justice system have been healed.

OVERVIEW



# ALL SQUARE

*noun, adjective*

- (1.) someone who has paid their debts to society;
- (2.) a community that invests in the lives, dreams, and brilliance of those impacted by the justice system;
- (3.) a response, a brand, a solution;
- (4.) free to keep that shit moving forward.

## **FELLOWSHIP PHASES:**

The curriculum travels through two phases:

- Building Foundations
- Growth

## **FELLOWSHIP THREADS:**

The curriculum is centered on eight modules:

- Money Matters
- Civil Legal Barriers
- Relational I
- Personal I
- Professional I
- Relational II
- Professional II
- Personal II

## **THE FELLOW FUND:**

A fund that graduates can apply to upon completion of the Fellowship.

# CURRICULUM

A blurred background image of a person's face, possibly a woman, with several bright pink light streaks or laser beams crossing the image horizontally. The overall tone is dark and artistic.



## **HEALING, GROWTH + PROSPERITY**

All Square's Fellowship program—which exists exclusively for individuals who have criminal infractions that prevent forward momentum—aims to disrupt the prosperity gap that plagues over-incarcerated communities. The Fellowship is 9 months in duration and is focused on healing, growth and prosperity.



# OUR FOCUS



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## **FELLOWSHIP OVERVIEW**

Our Fellowship exists to invest in our Fellows by building on their existing skills while co-creating opportunities with them for personal and professional advancement.

## **FELLOWSHIP GOALS:**

Fellows author customized fellowship goals based on their personal interests and pursuits

## **FELLOWSHIP PROGRAMMING**

The Fellowship has 3 components:

- 1) Personal & Professional development coursework;
- 2) Competitive employment in our craft grilled cheese restaurant;
- 3) Individual & family therapy (optional)



# COURSES

# 1.

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## **DEVELOPMENT DAYS**

Every Tuesday from 9am-1pm, Fellows focus on their personal and professional development through a series of courses offered in partnership with community partners and institutions.

## **ENTREPRENEURSHIP COURSE (OPT-IN)**

The Fellowship includes a 13-week entrepreneurship course designed to support emerging entrepreneurs in learning the fundamentals of business plan development and running a business.

Graduates of this course have access a wealth of resources through the Neighborhood Development Center, from free technical assistance with trainers to small business loans.

## EMPLOYMENT

In addition to coursework on Tuesdays, the Fellowship includes 9 months of employment in our craft grilled cheese restaurant.

This employment includes:

- A base wage of \$19 plus tips (on average between \$22-23/ hour)
- Fellows are required to work 3 shifts, or 18 hours, each week in addition to their coursework on Tuesday. Though Fellows may choose to work 4 shifts, or 24 hours each week. *For a total of 32 paid weekly hours.*

The restaurant is also the physical space where relationship building transpires between Fellows and their colleagues as well as with our community.





# THERAPY

## 3.

### **INDIVIDUAL & FAMILY THERAPY (OPT-IN)**

Mental health investment is a core component of the Fellowship, especially given that people and families impacted by the justice system often struggle with symptoms of trauma, depression and anxiety from experiencing oppression, racism, and disinvestment.

As part of the Fellowship, individual and family therapy sessions are paid for by All Square for any Fellows interested in taking part in this form of healthcare.

In partnership with

CREATIVE  
KUP  NYA

EST. 2017

# CIRCLES

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## **ART THERAPY & MINDFULNESS (OPT-IN)**

Along with traditional talk therapy, art therapy and mindfulness practices are also offered due to research showing that regular therapy and mindfulness is more powerful than psychotropic medications in improving mental health.

## **TRANSFORMATIVE CIRCLES**

Development Tuesdays include the practice of Transformative Circles for cultivating and maintaining a healthy community in which all members feel connected and respected. In the Transformative work, we work on:

- Creating a just and equitable social environment;
- Nurturing healthy relationships; and
- Repairing harm and transforming conflict.



## WHO SHOULD APPLY?

- Justice-impacted individuals who seek a springboard to achieving their personal and professional goals. Specifically, those individuals who are experiencing everyday challenges in attaining goals due to having a record.

## ESSENTIAL QUALIFICATIONS

- Firsthand experience with the criminal justice system;
- A desire to engage with others at All Square & with community;
- Those who value evolution and are open to new ideas;
- Those who are committed to creating an uplifting and inclusive work environment;
- Those who are excited to work independently and as part of a team;
- An ability to lift 50 pounds, climb stairs and stand for long periods up to 6 hours.

*We know that many have endured hardship, systemic racism, trauma, and chronic stress. Please: come as you are. This is a tremendous opportunity for individuals who are ready to make a deep investment in their journey.*





## HOW FELLOWS HAVE USED THE FELLOWSHIP IN THE PAST & IDEAS FOR THE FUTURE

- To start a small catering company;
- To become better parents;
- To enhance their personal planning skills;
- To focus on applying to law school;
- To start an LGBTQ+ cyber club;
- To develop their public speaking experience and skillset;
- To develop a podcast;
- To create a passive income stream by reselling upcycled goods;
- To work on community advocacy;
- To develop a blueprint for fathers experiencing back-due child arrears.



# YOUR PLAN



# OUR VALUES

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## **SECOND CHANCES & REPARATIONS.**

All individuals deserve to be judged on their merit and not their mistakes. *And* meaningful reparations for communities who have been disproportionately impacted by the criminal justice system are of the utmost importance.

## **BLACK LIVES MATTER.**

## **PERSONAL & SYSTEMS ACCOUNTABILITY.**

Justice reform must be centered on personal accountability AND systems accountability, i.e., the systematic ills that stem from racist practices such as cash bail, disparate sentencing regimes, prosecutorial discretion, unconstitutional arrest practices, the criminalization of drugs and drug-related crimes, and a myriad of other regimes that have created mass incarceration.

## **HEALING MATTERS.**

Trauma-informed mental health support and restorative circles are the fulcrum of long-term success and freedom.

## FELLOW ALUM

Our Fellows are the reason we exist and there's nobody we'd rather you hear from. We have had the gift of investing in so many talented leaders in the Twin Cities, and they, in turn, have invested so much in us.

Year by year, we are building a new world together and we can't wait to welcome all that is to come.

ONIKA GOODLUCK, 2019 Graduate



OUR GRADUATES



“

*All Square means a lot to me because of the grace and mental clarity the fellowship provided. Not only did I have a year of solid employment, but I also had a dedicated day to my personal and professional development, which helped me to focus and better myself and my relationships (new and old).*

*Because it is such a safe place, it became more than a job. The positive culture created a place that welcomed hard work and friendship because of the respect and loyalty given by the leadership team, who you can trust to be fair and understanding. To put it simply: they want the best for you and yours without the bullshit bias. It is naturally genuine Love.*

”

TERREIN GILL, 2020 Graduate





“ *The fellowship provided structure, promoted healing and gave me a safe place to pursue my dreams. I am forever grateful to be a part of the All Square family. This program has changed my life for the better.*

*The mission/values of this organization are incredibly important and I feel strongly that All Square will continue to uplift individuals like me who deserve investment.*

”

AUBRIE MARSHALL, 2020 Graduate



“ *The All Square fellowship has put my future and my business into perspective. It has also helped me realize that I have a future despite my criminal record, and my life matters. The fellowship has not only given me hope, it has given my family hope, helping to create a stronger relationship between us and creating the support I have always craved from them.*

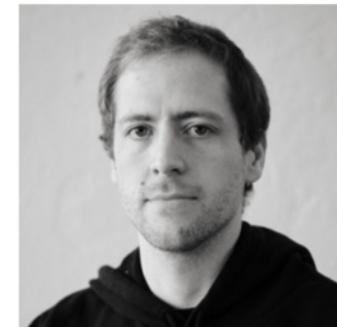
*Beyond this, All Square has given me a second family. The co-workers and managers I have here are not like any jobs before. They have really given my life purpose. I can't wait to be a part of what we all accomplish next.*

”

RAYGNE PARKER, 2020 Graduate



**WE BELIEVE THAT  
THOSE WHO HAVE  
PAID THEIR DEBTS  
TO SOCIETY ARE  
“ALL SQUARE”**





ALL SQUARE | GROWTH & (R)EVOLUTION



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