



COMMUNITY EMPOWERMENT & POLICY ADVOCACY

HUB DESCRIPTION:

Elevates stories from impacted community members to shift the immigrant narrative educate the larger population on systemic human rights abuses and inequities that immigrant community members face, and galvanize support for pro-immigrant policies across the region, state, and country.

HUB MEMBERS:

POINT PERSON:

MIN NUMBER OF MEMBERS: 2

RESPONSIBILITY	DECISION-MAKING AUTHORITY	EXECUTION AUTHORITY	COORDINATION AUTHORITY*
KNOW YOUR RIGHTS/ COMMUNITY PRESENTATIONS	<p>Each individual has authority to provide KYRs and community presentations. Individuals giving presentation have the authority to create presentation content in accordance with Pangea's Mission, Vision, and Points of Unity.</p> <p>Hub has the authority to create a policy for prioritizing presentations, establishing annual goals for presentations, requiring tracking of presentations, and proposing individuals to give presentations when no individual has volunteered.</p>	<p>See Presentations and Panels Policy.</p>	<p>See Presentations and Panels Policy.</p>
PROFESSIONAL PANELS	<p>Each individual has authority to participate in Professional Panels. Panelists have the authority to create content in accordance with Pangea's Mission, Vision, and Points of Unity.</p>	<p>See Presentation and Panel Policy.</p>	<p>See Presentation and Panel Policy.</p>

Hub has authority to create policy for prioritizing panels, establishing annual goals for panels, requiring tracking of panels, and proposing panelists when no individual has volunteered.

**RAPID
RESPONSE**

Hub has the authority to create curriculum and training materials specific to rapid response, and share those materials with Rapid Response Networks.

Point person has the execution authority to provide technical assistance to Rapid Response Networks.

RR point person coordinates with Legal Services Hub regarding attorney rapid response.

**ARTICLES
AND OP-EDS**

Hub, together with the Communications Hub, has the authority to review and approve/decline articles written by individuals on behalf of Pangea.

Op-Eds point person has the execution authority to approve or decline messaging in accordance with Pangea's advocacy priorities.

Articles and Op-Eds point person coordinates with Communications Hub.

**ADVOCACY
COALITIONS**

Hub has authority to prioritize and approve/decline Pangea's participation in coalitions, including Rapid Response Networks.

Hub has the authority to delegate a Pangea point person(s) to a coalition.

Hub has the authority to set guidelines, goals, and reporting requirements in regard to coalition work.

Full team has the authority to approve the fiscal sponsorship of a coalition.

Hub + coalition point person(s) have the authority to approve/decline Pangea's support of a coalition's

Coalition point person(s) execution authority includes the responsibilities of: attending coalition meetings and informing Hub of coalition policies and controversial strategies that require Hub approval, as well as complying with any other guidelines, goals, and reporting requirements set by the Hub.

Hub coordinates with coalition point people.

Hub gathers input from Finance and Income where Pangea sponsors a coalition.

policy position or controversial strategy by consensus.

**PUBLIC
CAMPAIGNS**

Individual attorneys have the authority to take a case public, with the client's consent, and in accordance with the Public Campaign Policy.

See Public Campaign Policy.

Gather input from Legal Services Hub and Communications Hub (where applicable) regarding public campaign messaging.

Hub has the authority to create a policy for public campaigns involving new and existing cases, policy should be approved by the full team.

**ORGANIZATIONAL
SIGN-ONS /
AMICUS BRIEFS**

Hub has the authority to delegate a sub-hub the authority to approve/decline organizational or amicus brief sign-ons. See exception for legislation with a criminal carve-out in "Policy Advocacy" below.

Advocacy Sub-Hub has the execution authority to approve or decline the sign-on.

Gather input from FuJu Hub regarding tax compliance with what might be considered lobbying efforts.

Advocacy Sub-Hub has the authority to appoint a point persons for (1) Organizational sign-ons and another for (2) Amicus Brief sign-ons.

**INTERNATIONAL
HUMAN RIGHTS**

Individual team members have the authority to recommend international projects to the Hub.

The Advocacy Sub-Hub has the authority to approve/decline international projects, subject to spending policy limitations, by consensus vote.

The Hub has the authority to delegate approval of international projects to a Sub-Hub.

The Sub-Hub has the authority to appoint a point person for international human rights to receive project ideas, build expertise, and help work toward developing a cohesive framework for international work.

Point person has voting authority within Sub-Hub regarding international project approval, if not already a member.

POLICY

Hub has authority to develop priorities for policy advocacy.

Coordinate with Communications Hub (Follow Communications policy when applicable).

ADVOCACY

Individuals have the authority to request to participate in the below list of activities as a representative of Pangea:
-Social Media Promotion (Memes/Petitions/Tweets)
-Individual attending a rally with a public role/plan Rallies/Actions (see below for full team actions)
-Client Empowerment Initiatives
-Attend/plan visits with elected officials
-Staff media interviews & editorials
-Provide expert content analysis as needed (not legal assistance)

Hub coordinates with Income regarding legislation that could affect Pangea's income.

Hub has the authority to approve individual requests to participate in the above activities as representatives of Pangea.

Hub has authority to make a recommendation about Pangea's organizational support of legislation that has criminal carve-outs. Requires full team approval.

Co-sponsorship of any bill, legislation, ordinance requires full team approval.

ACTIONS

Individual team members can make a recommendation to Hub for "All Team" events.

Hub has authority to prioritize and calendar events for full team.

Hub has authority to create a policy about actions/rallies that affect Pangea's external relationships or reputation. Full team must approve policy.

**COMMUNITY
FORUMS AND
LEADERSHIP
DEVELOPMENT**

Hub has the authority to set dates and plan community forums.

*Point people in hubs bring policy changes to the entire hub for approval, unless otherwise noted.