



Democracy Doesn't Pause

2020 Annual Report

DEMOCRACY DOESN'T PAUSE.

Letter From Generation Citizen's Co-Founder

Dear Friends,

What a year it has been. A once-in-a-century pandemic that destabilized our education system. An unprecedented election that has demonstrated the strength and fragility of our democracy all at once. In the midst of all of this, we know that democracy does not pause. And neither does Generation Citizen.

This year has been one of the more challenging for all of us, and GC is no exception. We had to pivot everything we did virtually, and I'm so proud of how our team did so. We provided remote trainings to educators across the country, connected with young people, and ensured that they had opportunities to remain engaged: be it through the census, in local politics, or in the 2020 elections.

We also finalized an ambitious and new strategic plan that places racial equity at the very foundation of our work. The problems of racial and social inequality that have been amplified this year are not new. Generation Citizen set an explicit intention for our strategic plan to center racial equity before the pandemic and protests brought issues of structural racism to mainstream media and

conversations. Our nation's current racial reckoning makes that intention all the more urgent and critical. Our plan enables GC to be responsive to this moment while also articulating a long-term vision centered on justice and equality.

During all of this- pivoting our organization virtually, providing opportunities for young people to remain engaged, and finalizing this new strategic plan- GC was going through its own transition process, my own. The CEO transition process was delayed as we navigated all of this change, but we'll be welcoming new CEO starting at the beginning of 2021, and I could not be more excited. Elizabeth Clay Roy will be an incredible new leader for Generation Citizen, and I cannot wait for our community to meet her.

Leadership transitions, whether it is a CEO, other staff, or Board members, are all good and healthy. I reject the logic that non-profits or companies should be led by one person for a long time. New people bring new ideas, and demonstrate the longevity that an organization can hold. GC, as an organization that embraces

the end goal of an equitable and functioning democracy, should also embrace the principle that we should and will always be bigger than any one person.

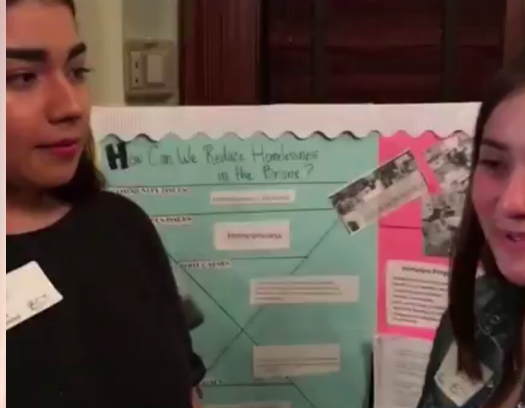
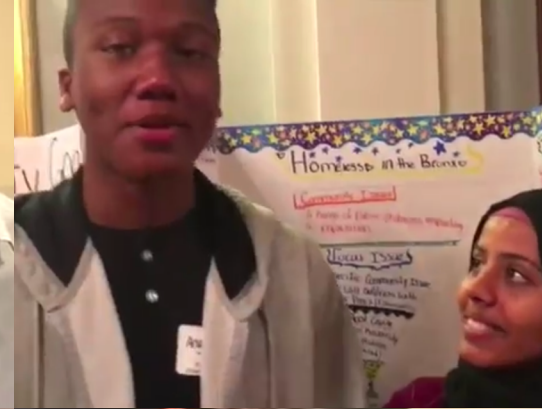
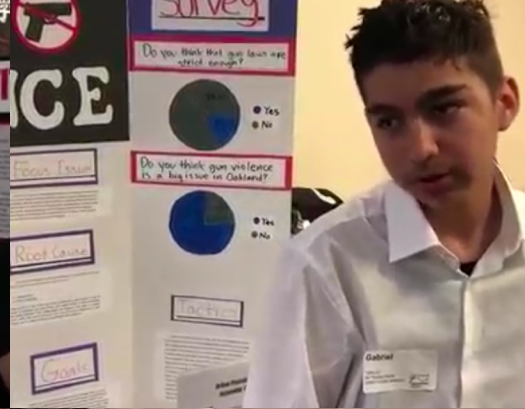
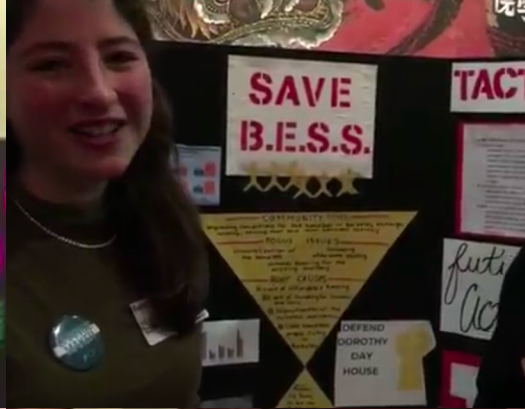
A leader's success is as much, if not more, about what happens to the organization after they leave their post, than what they do while they are in charge. I am very proud of everything we have collectively done to set us up for long term success.

In the years to come, Generation Citizen's work to build a more vibrant, inclusive, and equitable democracy will be vital. We know much work needs to be done. We know that Generation Citizen needs to be at the forefront of the rebuilding necessary for our democracy. And lead we shall.



A handwritten signature in black ink, appearing to read 'SW'.

Scott Warren,
Co-Founder of
Generation Citizen



Letter from Incoming GC Chair of Board of Directors

Dear Friends,

2020 was a year of upheaval and change, for all of us. Generation Citizen was no exception. But we're so proud and excited about where we are ending the year.

Earlier in the year (in the “before” times) we were humming along with our CEO search, planning our 10-year anniversary event (which would also be our founder and CEO's last hurrah), and putting the finishing touches on an ambitious strategic plan for the next five years. When the world shut down, we pivoted.

We paused or canceled events, and made painful budget and staffing decisions. Our in-school programming came to a halt, and we had to quickly develop a remote learning curriculum for the thousands of educators or students that we serve. The summer and fall brought much turmoil in our country with the political division and divisiveness, raging pandemic, and continued economic recession.

Despite these challenges, and so many others, our staff, supporters and most importantly, our young people stayed engaged. There is hope ahead: GC is ending the calendar year with

more financial stability, robust programming, a new national policy campaign, and a new CEO. And there is hope for our democracy: we saw unprecedented youth turnout in our election, and our young people are pushing for a fairer, more just democracy.

In 2021 the work to rebuild and re-envision our democracy is more important than ever. I am excited to be leading GC's Board of Directors on this continued journey. I want to thank our outgoing Chair, Kunal Modi, for his ever-present sense of calm, focus, dedication and passion he brought to the organization every day.

And a huge thank you to Scott Warren, our outgoing CEO and founder, for making Generation Citizen what it is today. GC began in 2009 as a project for two college students, and has now grown to deliver its comprehensive Action Civics curriculum to more than 90,000 students in over ten states—becoming one of the pre-eminent civics education organizations in the country. Scott has made such an impact in a short time, and he will be sorely missed as our leader in educating and supporting young people across the country.

After more than a year-long search dragged out by COVID-19 pandemic, we are beyond thrilled to welcome Elizabeth Clay Roy as our new CEO. Elizabeth joins us after many years of experience with community-based nonprofits and government where she focused on issues related to justice, equity, education and social services to support those most in need. But more so than her diverse and impressive resume, Elizabeth's entire life demonstrates a passion for GC's mission and the pursuit of a more equitable democracy.

On behalf of the Board of Directors, we look forward to partnering with Elizabeth building on the work and legacy that Scott has led. We, along with our supporters, funders and alumni, will continue to advocate and deliver an Action Civics curriculum that represents our core values of equity, inclusion and diversity to young people across the country. Our country will be a bit better because of GC's work.



A handwritten signature in black ink, appearing to read 'JH' followed by a long horizontal stroke.

Julie Hudman,
Board Chair

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PROBLEM & SOLUTION

America's democracy is at a precipice. Despite the idealistic promises of an American nation founded with declarations of equality, the political and economic system was historically designed to privilege, include, and prioritize the power and well-being of certain groups over others.

The road to a more equitable democracy begins with our schools—institutions whose historical purpose has always been to educate the next generation of citizens. And yet, civics education is not prioritized in our schools, and when it is taught, it often fails to inspire and engage young people to work towards a robust, participatory, and inclusive democracy.

Through direct programming and policy advocacy, Generation Citizen is equipping educators, schools and districts across the country to lead **Action Civics** — an experiential, project-based approach to civics education in which young people learn about democracy by actively working to address issues in their own communities.

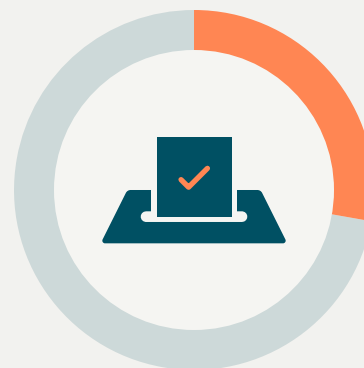


74%

of school district leaders say that preparing students for engaged citizenship is a challenge for them
Gallup Poll [↗](#)

4 in 5

high school seniors cannot sufficiently explain how citizen participation benefits democracy
(National Assessment of Educational Progress Civics Assessment)



More than
50%

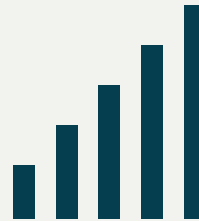
of young people did vote in the 2020 general election, which shows promise, and is historically high turnout, but also shows much work is left to be done
CIRCLE [↗](#)

WHAT WE DO

Generation Citizen (GC) is working to transform civics education so that young people are equipped and inspired to exercise their civic power. We envision a just, inclusive democracy that is responsive to all young people.

We champion real-world democracy education that equips all young people with the skills and knowledge needed to effect change. To ensure that our democracy represents the voices of all people, we prioritize working with students from communities that have been historically excluded from the political process.

Our Action Civics program inspires robust civic participation by inviting students to engage directly with the local issues and institutions impacting their communities. We engage in thought leadership, conduct research, and build coalitions to advocate for state and district level policies that ensure schools prioritize Action Civics. Nationwide, GC is activating a movement of young people prepared to lead our democracy.



Invest deeply in educators to center democracy and equity in Action Civics pedagogy and practices. GC will provide high-quality curricula and teacher training and supports that are culturally responsive, anti-racist, strengths-based, and tailored to meet community needs.



Lead a national campaign to ensure access to equity-centered civics education on state and federal level. GC will also work to ensure that Action Civics is viewed as a necessary reform for the health of the country's democracy.



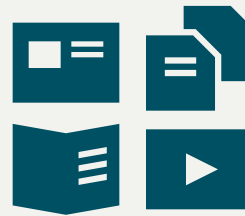
Engage young people as leaders and decision makers. GC will invest in young people as Action Civics alumni to help lead policy and advocacy campaigns across the country and ensure young people are key stakeholders and decision-makers throughout our organization.

GC'S COVID-19 RESPONSE

The COVID-19 global pandemic — and the unprecedented uncertainty and disruption for our school partners, teachers, and young people it has created — demonstrates that a responsive government and an engaged citizenry has never been more critical.

This past school year, GC developed and launched a **Democracy Doesn't Pause** campaign that focused on three critical objectives.

We are continuing all of this work as education continues its uncertain and remote nature. We're building our digital expertise and gaining feedback from our educator community.



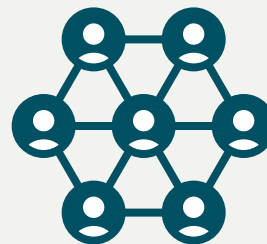
Create Resources

We created lesson plans and digital resources for educators, families, and caregivers to engage young people in civic learning and dialogue during distance learning.



Sustain Engagement

We created Talking About Cens-US lessons to equip teachers to engage students and families in census participation. We launched a Beyond the Ballot initiative with civic action toolkits to mobilize and equip young people with tools to stay engaged beyond voting and elections, with actions like advocating for youth civic power, learning about the history of our democracy, and engaging with local and state representatives.



Facilitate Connections

Recognizing the need for opportunities for authentic connection, especially in a moment of social distancing, we created intentional spaces to connect students, educators, parents and caregivers, policymakers, and others through virtual events and gatherings.

KICK START ACTION CIVICS

Generation Citizen launched Kick Start Action Civics (KSAC), a free, online module that trains teachers in the foundations of Action Civics through six, dynamic online modules. In just its first year, we saw educators across the country access the platform, learning about the basics of Action Civics, and starting to engage their students in the process.

kickstartactioncivics.org

2,143

total teachers have participated in KSAC

49

states (or 98% of all states in the country) with participants

98%

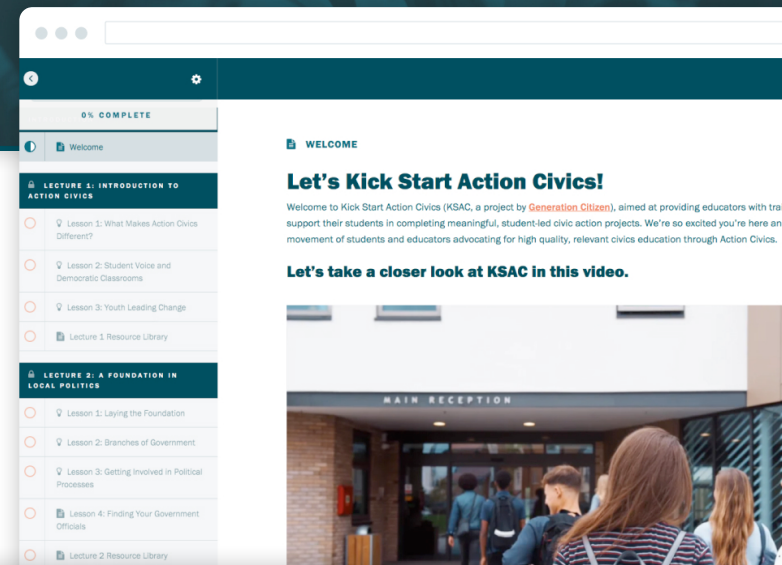
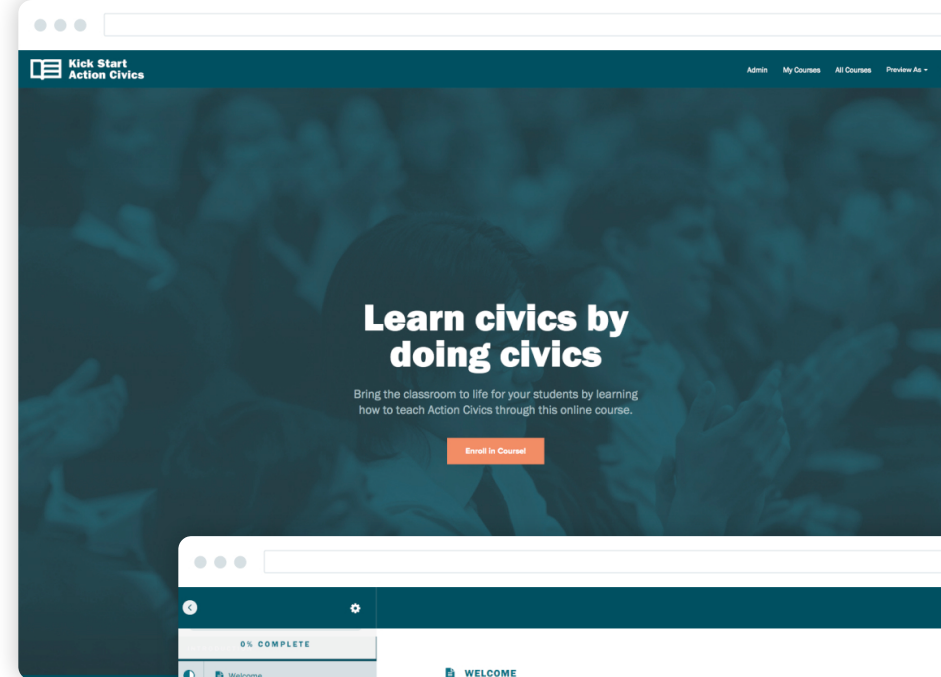
of educators reported the teachable learning platform was easy to navigate

98%

of educators said that they will recommend KSAC to their colleagues

95%

of educators reported that KSAC content and lectures left them feeling more prepared to implement Action Civics with their students



ms_witherell
@ms_witherell

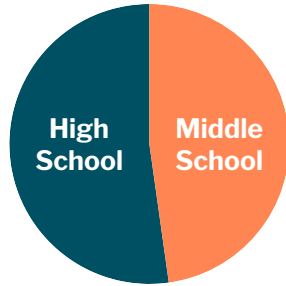


@gencitizen I completed the Kick Start Action Civics course this AM...and was floored. THE BEST pd I've attended in years. I cried...yes...cried teacher years of joy. #inspired #motivated #seen I learned so much...it didn't fit in one binder!

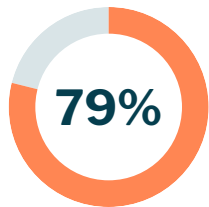
WHO WE SERVE

2019-20 Demographics

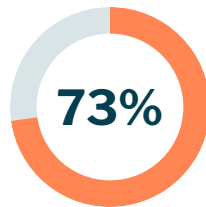
48% of GC classes were in middle schools and 52% were in high schools:



GC primarily educated students from historically marginalized communities:



79% are students of color



73% are low-income, receiving free or reduced school lunch.

Ultimately, we believe that our democracy will work best if everyone participates. We are proud of our extensive reach this year, despite the pandemic. It demonstrates the demand that exists amongst schools and districts for Action Civics programming.

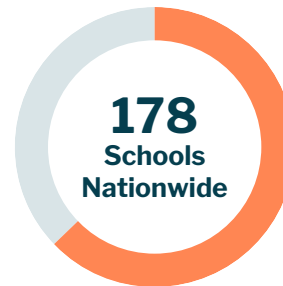
Organization-wide Program Highlights

21,400
Students educated

364
Teachers

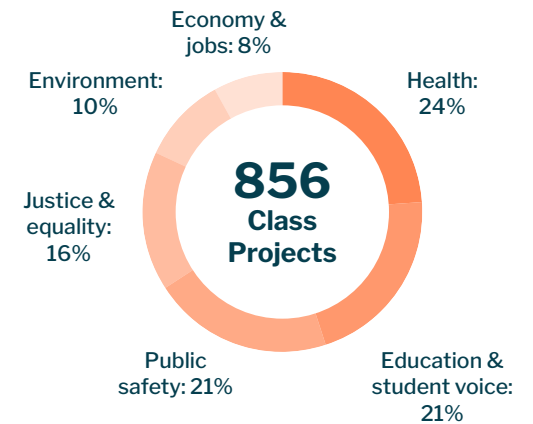
173
Democracy Coaches

GC partnered with **178 schools** nationwide in primarily under-resourced communities across eight geographically diverse states



63% of partnerships were in schools where an entire grade level received GC's Action Civics program.

Through their action civics projects, **students worked on a range of issues** facing their communities and schools

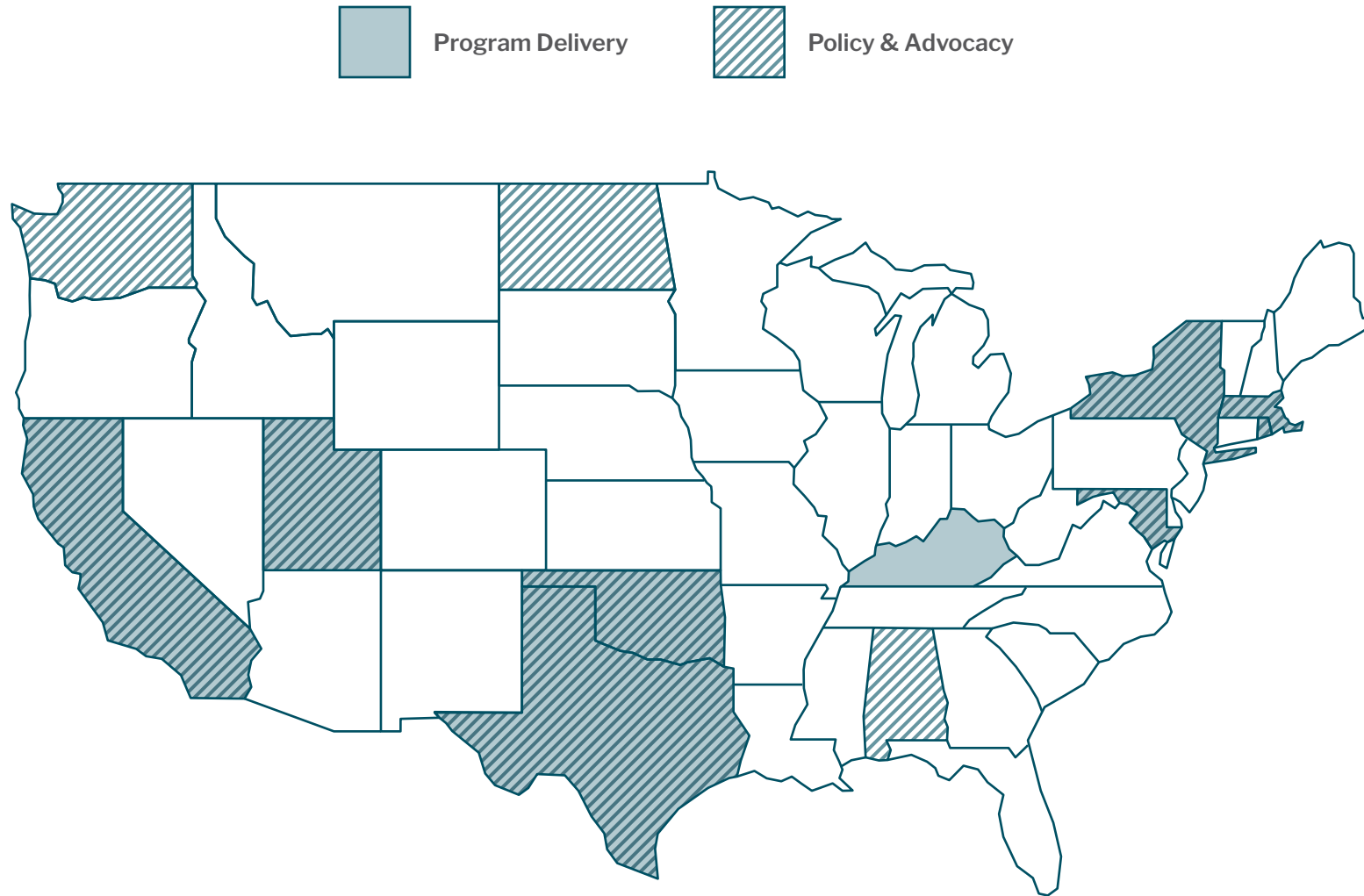


More than 850 civic champions and community members were mobilized to support youth led Action Civics.

WHERE WE WORK

Scaling Action Civics Across the Country:

In 2019-20, Generation Citizen reached students across nine states, and influenced policy in 11 states.



NATIONAL IMPACT

Academics and experts in the field agree upon three indicators which best predict a student's likelihood of future civic engagement; civic knowledge, civic skills, and civic motivation or disposition. Generation Citizen evaluates its impact based on these indicators, and other academic effects, through pre- and post-semester surveys of students, mid- and end-of-semester surveys of teachers, and ongoing classroom observations.

Student Outcomes

Skills, Knowledge, Disposition Outcomes

- ✓ **77%** feel motivated to be engaged in their communities
- ✓ **80%** think they will vote in the future
- ✓ **88%** reported that their teacher made connections between classroom experiences and students' life or community
- ✓ **15** national Student Leadership Board members participated in leadership development, programmatic support, and advocacy efforts on youth voice and civics education.

Teacher Outcomes

- ✓ **92%** reported that participating in GC strengthened their relationships with students
- ✓ **95%** reported that participating in GC positively impacted their belief that there's value in sharing power with students
- ✓ **92%** described their overall experience with Generation Citizen as "good" or "excellent."
- ✓ **88%** "agree" or "strongly agree" that having Action Civics at their school deepened school leadership's support of student voice beyond their own classroom
- ✓ **93%** "agree" or "strongly agree" that having Action Civics at their school led to new opportunities or platforms for student voice to be heard at school
- ✓ **73%** reported that participating in GC increased their job satisfaction

POLICY & ADVOCACY IMPACT



PRESS HIGHLIGHTS

The Fulcrum [↗](#)

Youth protesting racism are the civic educators the nation needs
June 5th, 2020

The 74 [↗](#)

At Long Last, Civics Education Is Making a Comeback. But What Exactly Is It, and How Do We Do It Right?
March, 2020

The Hill [↗](#)

Trust in Government? Try Civics Education

Throughout the year, Generation Citizen continued to lead its innovative and important policy and advocacy work across the country. We ended the year launching a critical 50x2026 initiative, working to ensure that all states prioritize experiential civics education by the country's bi-centennial. We continued to engage in policy work, comprehensive thought leadership, and worked to build the civics education field.

We influenced state-level and federal policy, ensuring states and our federal government focus on civics education:

- » Through building and maintaining a coalition in Utah, we helped draft and pass HB 334, a law providing funding for teacher professional development, piloting civic engagement projects, and focusing on civics and character education.
- » We led a push for a Civic Literacy Act in Rhode Island, and helped lead the Texas Civics Education Coalition.
- » We co-led a national emergency funding campaign for civics education from Congress, garnering support from 100+ organizations, and over 500 individuals, setting the stage for effective federal action in 2021.
- » Alongside esteemed coalition partners and a national Advisory Council, we launched the 50x2026 campaign, a multi-year initiative to bring Action Civics to every state by 2026, the 250th anniversary of the Declaration of Independence.

We helped push the field forward to focus more on racial equity, and elevated civics education in the national consciousness:

- » We published 360 Civic Learning resources, including a comprehensive literature review and design toolkit on identifying the barriers to, and catalysts for, youth civic engagement in historically underserved neighborhoods.
- » We relaunched the National Action Civics Collaborative during an event attended by the founding members, at Harvard University's Safra Center in Ethics.
- » Alongside, iCivics, we co-led an Equity in Civics national field-building initiative, funded by the Hewlett Foundation. We built a 12-member national steering committee, comprised of social-emotional learning experts, youth organizations, academic researchers, civics education groups, and civic engagement organizations; launched a seven-city listening tour, and published a culminating Equity in Civics white paper to galvanize further research and action on the topic.

VOTE 16USA



The Vote16USA initiative, Generation Citizen's national campaign that supports youth-led work to lower the voting age to 16, made great strides in FY20 that set it up for success in the years ahead. Vote16USA is proud to serve as the nation's most authoritative source for information on this policy issue, and we further cemented our position as a leader in the field by publishing a new edition of "Young Voices at the Ballot Box," a comprehensive white paper on the issue, in early 2020.

The paper has been cited in dozens of news articles and multiple scholarly publications. We also continued to raise the profile of the campaign by cultivating media coverage in 33 different outlets, including placements and interviews in print, radio, television, and podcasts, with an emphasis on highlighting the voices of young people leading the Vote16 movement.

We mobilized more than 75 students to testify in support of pending legislation related to lowering the voting age for local elections in Massachusetts and California, and supported earlier stage advocacy work in Colorado, Maryland, Illinois, and Oregon.

The past year's Vote16USA Youth Advisory Board cohort was the most diverse yet, and members pushed the movement forward by supporting each other's local advocacy efforts, serving as spokespeople for the national campaign. They also led new outreach initiatives including the first ever Vote16USA Multimedia Storytelling Contest, an innovative project that brought new youth activists into our network and elevated youth voice during the initial height of the COVID-19 pandemic.



PRESS HIGHLIGHTS

Boston Globe [↗](#)

Sixteen- and seventeen-year-olds should vote in local elections
March 9, 2020

San Francisco Chronicle [↗](#)

SF youth seek to lower voting age to 16, have backing of majority of supervisors
May 12, 2020

Buzzfeed News [↗](#)

Teenagers Are Changing The World. They Should Be Allowed To Vote
Oct. 27, 2019

CBS Boston [↗](#)

Why Lower the Voting Age
Nov. 14, 2019



REGIONAL SPOTLIGHT

DEMOCRACY DOESN'T PAUSE — REGIONAL SPOTLIGHT

Rhode Island

In supporting 2,400 Rhode Island students this past year, innovation has been the key to Rhode Island's success. We launched our first professional development institute, a new model of teacher coaching, piloted a community near-peer mentor support model, adapted to distance learning and hosted our first ever virtual Civics Day, proving that democracy truly does not pause."

—Kristina Pires, Rhode Island Program Director



REGIONAL HIGHLIGHTS

Strengthening Teacher Professional

Development: RI launched its first ever state-wide summer training institute for Generation Citizen teachers, administrators and support staff. The 16-hour institute provided a deep dive into GC curriculum and pedagogy to support educators in fostering and promoting a democratic classroom and a student-centered approach.

Advocating for Statewide Civics Literacy:

The Civics Literacy Act (H. 7577), a bi-partisan innovative and comprehensive civics education bill, was introduced to the RI Legislature in January 2020. If passed, this bill would require

all Rhode Island school districts to implement a civics and government course for students between 8th and 12th grade and ensure that students apply their knowledge by requiring that these courses include a project-based learning assessment.

Talking About the Cens-US: With support from the Rhode Island Foundation, GC created "Talking About Cens-US," a collection of four action-oriented, experiential learning-based lessons that guide students to understand the purpose and impact of the Census as well as learn how to commit to doing their own community outreach about the census.

Site Launch Date:

2008

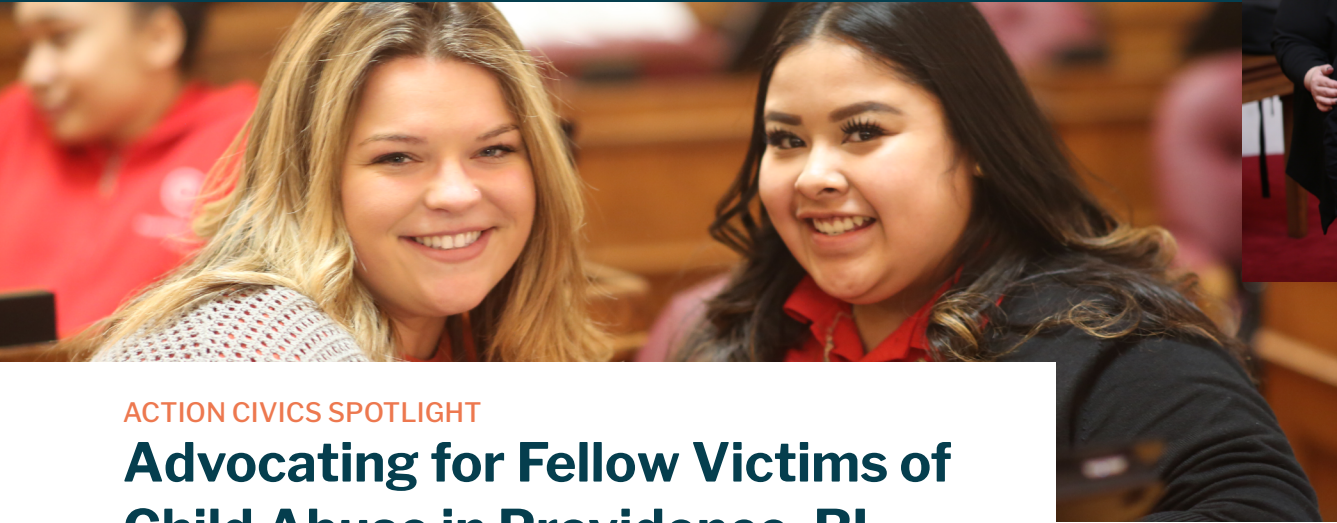
Where We Work:

Bristol-Warren School District, Central Falls School District, Pawtucket School District, Providence Public School District, Woonsocket School District, School One (Private, Providence), Sophia Academy (Private, Providence), Community Preparatory School (Private, Providence), Charette High School (Charter, Providence)

Top Focus Issue Themes in 2019-20:

- Mental health
- Child abuse
- Drug abuse

Rhode Island



ACTION CIVICS SPOTLIGHT

Advocating for Fellow Victims of Child Abuse in Providence, RI

Alexandra Lastor and her classmates at Charette High School in Providence focused on the issue of child abuse for their Action Civics project. At the Rhode Island Civics Day in, Alexandra, an 11th grader, described what her Action Civics experience and working on this issue meant to her:

“I have found peace in my journey... and now I want to be a voice for others that are still struggling. I want to help make a change that will ensure other young people do not experience something similar. I am more motivated now. I see the problem more clearly than I ever have and I now have the skills to follow through on this goal.

To my fellow classmates, what bonds us together is that we have all participated in a Generation Citizens project that we are all passionate about. Now, we all have the skills we need to advocate for what we believe in and to make the world a better place. I want you all to continue fighting for the change you want to see and to not hold back.

And for all of the adults listening, I want you to know that we are the future and we have the knowledge and motivation to participate in these hard conversations. If you will not take action I will — we all will.”

Alexandra Lastor accepts her Student Change Maker Award alongside her teacher, Samantha Miller (Top); Alexandra Lastor addresses the audience at Civics Day at the Rhode Island Statehouse in December 2019 (Left)

We have the knowledge and motivation to participate in these hard conversations.”

Alexandra Lastor,
Fall 2019 Student Change Maker,
Providence, RI

Massachusetts

Generation Citizen Massachusetts championed Action Civics education for all young people in the state this year. Reaching record numbers of youth, our programmatic expansion focused on ensuring under-resourced districts had access to quality civic learning. Despite the pandemic, GC teachers engaged at unprecedented levels in Action Civics professional learning and students across the state stepped up to take civic action in unique ways to support their communities through the crisis.”

—Arielle Jennings, MA ED



ACCOMPLISHMENTS

Programmatic Expansion: Our programmatic footprint reached 10,000 students across the state including partnering with 10 Gateway cities and deepening our impact in Boston.

Statewide Coalition Leadership: We once again led the MA Civic Learning Coalition made up of 30+ organizations to ensure equitable implementation of the MA Civics Bill and advocated to secure \$1.5 million in the state budget to support civic education.

Youth Voting & the Empower Act: We supported youth activists and a coalition of 18 organizations advocating for the EMPOWER Act, a bill to give cities and towns the option to lower voting age for municipal elections. We mobilized more than 50 students to testify at a legislative hearing and earned an endorsement from the editorial board of the Boston Globe.

Site Launch Date:
2008

Where We Work:
School Districts: Boston Public Schools, Malden, Newton, Fall River, Lynn, Methuen, Lowell, Attleboro, Chicopee, Fitchburg, Waltham, Milford, UP Academy, Easton, Plymouth, IACS, Light House Charter, Barnstable, Dennis-Yarmouth, Mashpee, Nantucket, Sandwich, Beverly, Everett, Hudson, Milford, Mills, Randolph, Reading, Revere, Brookline, Danvers, Franklin, Holliston, Littleton, Nashoba, Songs, Shresbury, Weston, Westwood

- Top Focus Issue Themes in 2019-20:**
- Drug abuse
 - Affordable housing
 - Youth mental health
 - Gun violence

Massachusetts



Former GC students, Safiya Al-Samarrai and Hana Youssef (top and bottom left), facilitating GCMA Virtual Town Hall asking guest panelists (President and CEO, Danna Mauch; BPS Chief Equity & Strategy Officer, Charles Grandson; MA State Representative, Jon Santiago; Boston City Councillor, Andrea Campbell) a series of student-led questions on education, racial equity, and mental health amidst the pandemic.

ACTION CIVICS SPOTLIGHT

Deepening Police-Community Relationships at Epiphany School in Boston, MA

Mr. Brown's 8th grade classroom at the Epiphany School in Dorchester, MA took on the issue of police violence in their community. To help with their research, students met with the Assistant District Attorney for Suffolk County and the Boston Police Superintendent of Community Engagement. Learning from these meetings, students developed a fuller picture of the

criminal justice system and decided to narrow their focus on a policy goal that advocated for the executive branch using the budget to support building police and community relationships. Students took action to reallocate more funding towards the Boston Police Department Community Engagement Bureau and to update their outreach practices.



Students from Colin Turner's 8th grade Civics class at Orchard Gardens K-8 Pilot school along with Civics Changemager, MA State Representative Liz Miranda (third from left), receiving the Class Changemaker award at Civics Day in December of 2019 for their work on expanding access to treatment for trauma and drug abuse in Boston, MA.

DEMOCRACY DOESN'T PAUSE — REGIONAL SPOTLIGHT

New York

With New York City being an early epicenter of COVID-19, our staff, teachers, students and volunteers were committed to ensuring that democracy did not pause. Despite the disruption caused by the pandemic, we worked with 2,675 students while supporting more than 90 educators in New York. GCNY also continued to grow partnerships outside of New York City's five boroughs expanding into Yonkers, Ossining and Patchogue-Medford school districts."

—Abasi Clark, Senior Advancement Manager, NY



ACCOMPLISHMENTS

Led by Generation Citizen's former Executive Director DeNora Getachew and New York Local Advisory Board member Jonas Nwuke of SYPartners, we recruited 16 volunteers to redesign Generation Citizen's Beyond the Ballot toolkit. Four teams worked on toolkits, website updates and tools to support the reimagining of this election-related initiative.

GCNY continued its expansion to educate more students statewide launching Action Civics in Westchester. GCNY worked with more than 200 students across 11 classrooms at Ossining

High School, Palisade Preparatory School, and Riverside High School in Westchester as part of this expansion.

GCNY partnered with the Office of the Brooklyn Borough President to host the Youth Civic Congress with the goal of empowering Brooklyn's youth to make a difference in their community. The workshop saw 50 youth convene and discuss community issues and how to take action.

Site Launch Date:
2010

Where We Work:
New York City Department of Education, Ossining Union Free School District, Patchogue-Medford Union Free School District, Yonkers Public Schools

Top Focus Issue Themes in 2019-20:

- Police community relations
- Student mental health
- Gun violence

DEMOCRACY DOESN'T PAUSE — REGIONAL SPOTLIGHT

New York



ACTION CIVICS SPOTLIGHT

Clean Water Access

Seniors at Brooklyn Secondary School for Collaborative Studies identified a very local need they wanted to address-- the water fountains in their school only produced cloudy, warm water that many students felt uncomfortable drinking. Because their school is housed on the 4th and 5th floors of a larger educational complex, high school students were traveling instead into the elementary school downstairs for water access during the day. In order to advocate thoughtfully for change on this issue, the class hosted a panel of four experts on water sanitation from the Department of Health and the Department of Education (DOE). A student representative

presented their cases to the panel, who gave specific advice about how to further their goal, shared more about New York's water system, and discussed legislation around DOE inspection of water in schools.

This impactful exchange with local leaders helped further the students' advocacy to replace their water fountains, as they worked to persuade their school administration to support their cause. The school ultimately took effective action, replacing the water fountains to ensure that high schoolers had direct access to clean water.



High School for Law, Advocacy, and Community Justice celebrates their Class Change Maker award for their work to address the school to prison pipeline

My experiences with Action Civics taught me how our democracy works or doesn't work, by participating in it."

Brittanie Mata-Ontiveros,
Student, New York, NY

California

GC Bay Area continued to meet the educational needs of teachers, students and families in their classrooms and in the communities we serve. In 2020, we played a significant role in a statewide coalition to advance civics training and ethnic studies in California classrooms and laid the groundwork to extend voting in local elections to 16- and 17-year old citizens in San Francisco.”

—John Trasvina, California Executive Director



REGIONAL HIGHLIGHTS

Educating and advocating in a pandemic:

Shortly after the COVID-19 shutdown of schools and businesses in the Bay Area, GC helped classrooms continue with Action Civics training in a virtual environment.

Unable to continue our Civics Day traditional programming, we brought together elected officials from San Francisco and Berkeley to hear from students about the impact local COVID-19 policies were having to address their education, health and economic needs.

Promoting youth leadership: Prior to the pandemic, GC students met with the San Francisco Youth Commission, high school and college age residents appointed by members of the San Francisco Board of Supervisors to

advise on the youth impact of local legislation. The Youth Commissioners introduced GC students to the effort to expand voting in local elections to 16- and 17-year old citizens.

Developing Statewide presence: Building on GC's earlier advocacy efforts for state adoption of a Seal of Civic Engagement for high school students, GC played a major role in coalitions supporting implementation of the program in local school districts. In furtherance of our new strategic plan's focus on equity, GC played a more prominent role in support of legislation to make ethnic studies a high school graduation requirement and including civics education as an essential component of the curriculum.

Site Launch Date:

2013

Where We Work:

San Francisco Unified School District, Oakland Unified School District, Jefferson Union High School District, Berkeley Unified School District, San Ramon Valley Unified School District

Top Focus Issue Themes in 2019-20:

- Student mental health
- Affordable housing
- Voting rights
- Education

DEMOCRACY DOESN'T PAUSE — REGIONAL SPOTLIGHT
California



During my time with Generation Citizen, I was given a community that believed in me, listened to me, and helped guide me as I stepped outside of my comfort zone and learned to take charge. They have always encouraged me to explore my passions and develop new skills and though I still have a lot to learn, I know that Generation Citizen will always be there to support me as I grow and learn.”

Mandy Situ, Lowell High School, San Francisco, GC Student Leadership Board, 2019-20

San Francisco students present findings on links between mental health policy and homelessness prevention strategies and programs.



ACTION CIVICS SPOTLIGHT

San Ramon students formulate policy recommendations and advocate for action to protect student mental health

Generation Citizen program students in Ms. Chrzanowski’s 11th grade US History class at Monte Vista High School in San Ramon were excited to take the initiative to research ways to protect student mental health and recommend policies to combat campus and classroom academic pressure. They explored the facts and relevant issues and invited the school district’s Assistant Superintendent to hear from them and to address the academic realities and expectations for high schoolers.

As a result of their research, consultation and deliberation, the students formed recommendations including establishing a wellness center at the high school, creating student mentoring programs, and introducing mental health education to district classrooms. Although the rise of the COVID-19 pandemic kept them from completing all aspects of their policy project, they did not give up. Instead, all of the students wrote letters to changemakers to raise awareness on the issue. Despite the challenges of this Spring, Ms. Chrzanowski’s class made sure that district leaders heard them loud and clear.

Oklahoma

Young people are thinking critically and empathically about our communities' greatest challenges. They deserve our respect, but more than that they deserve our investment in their preparation as civic leaders."

—Elizabeth Sidler, Senior Program Associate, OK



ACCOMPLISHMENTS

Student's Share Perspective on Important State Issues:

An initiative launched with the newspaper The Daily Oklahoman was launched, and carried on virtually despite COVID. In fact, seven of our students had op-eds published in The Daily Oklahoman. One student reflected on the response she received by sharing, "Wow, I had no one idea how much attention my article would be getting. Now, I have the head of DHS, the mayor's wife, the director of Citizens Caring for Children, and a person from Oklahoma Lawyers for Children reaching out to me wanting to work with me on this issue!"

Action Civics Expands Across Grade Bands:

105 Teachers received training in the first Collaborative Project Based Learning (CPBL)

professional development — 83% said they would be interested in receiving CPBL training to help with remote learning or traditional learning. CPBL training will continue to expand with self-paced online modules coming in early 2021.

Expanding Action Civics Through Partnerships:

We partnered with Oklahoma's K-20 Center as a part of their Gear-Up program and have begun providing teacher professional development and support for 9th grade teachers in up to 40 school districts across the state in the next two years ranging from OKCPS to small rural districts. This partnership will provide much needed sustainability for some of Oklahoma's most vulnerable districts.

Site Launch Date:

2016

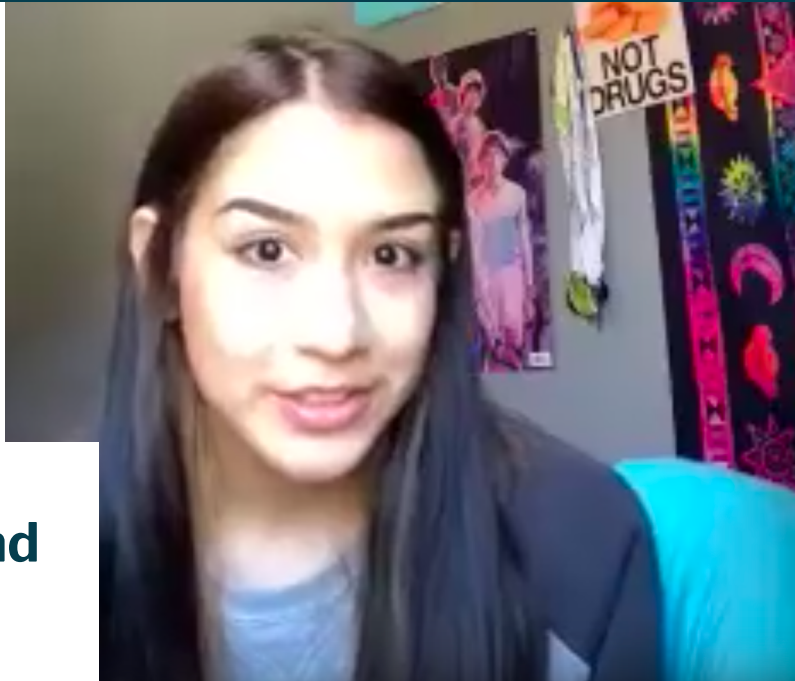
Where We Work:

DOVE Science Academy, Guymon Public Schools, Meeker Public Schools, Mid-Del Public Schools, Ninneka Public Schools, Norman Public Schools, Oklahoma City Public Schools, Pawnee Public Schools, Santa Fe South Charter School, Tulsa Public Schools

Top Focus Issue Themes in 2019-20:

- Affordable housing
- Lack of mental health care in schools
- Crisis services in schools
- More robust financial literacy
- Lack of career ready classes in schools

Oklahoma



ACTION CIVICS SPOTLIGHT

When Culture and Policy Conflict

Ms. Brown's 9th grade Government class at Pawnee High School advocated for changes in the school dress code. According to Pepper Kaur, a strong leader in the project, they advocated for male students to be able to wear earrings and for any students to dye their hair, because "in high school we're all discovering ourselves, right, we want be our own person... and so we did this because we want kids to be themselves!" After several rounds of interviews with their Principal, students' reasoned arguments about equality of expression

and the connection of their advocacy to the advocacy of Pawnee Nation in favor of allowing male students to wear earrings, which hold a sacred significance, students persuaded the Principal to speak in favor of their proposed dress code amendments at the next School Board meeting. Ultimately the rule against male students wearing earrings was removed from the dress code and the rule against dyed hair was taken up, with support from the Principal, at a spring Board meeting.

A leader is someone who is respectful....a leader can be anyone, they can be young, they can be brown."

Pepper Kaur, 9th Grade Student,
Pawnee, OK

Texas

As GC has proven itself as a leader in the civics education field, GCTX has continued to innovate. Our program footprint expanded to north Texas, we continued to serve in the policy space through our membership in a statewide coalition, and we offered teachers flexible Action Civics program options in the midst of a pandemic. The challenging school year showed us that civics education is more important than ever before.”

—Megan Brandon, Program Manager, TX



ACCOMPLISHMENTS

Teach Me How To Texas: We partnered with the Texas Tribune, a statewide news organization, to create a series of supplemental lessons built around Tribune TX-specific content. It includes audio and video clips from TX SLBers, an interactive activity with every lesson, and information to prepare students for the 2020 election and 2021 TX legislative session.

Program Expansion to North Texas: GCTX secured our first Dallas-based school partner at Irma Rangel Young Women’s Leadership

School in Dallas ISD in the spring of 2020. We worked with teacher Kenneth Aronhalt to implement GC in 2 sections of his 7th grade TX history course.

Statewide Policy Coalition: GCTX has continued to stay an active member in a statewide policy-focused coalition coming out of the 2019 TX legislative session. We are working closely with coalition partners to prepare a civics education bill for the 2021 legislative session.

Site Launch Date:
2016

Where We Work:
Austin ISD, Austin Achieve High School (charter, Austin), Bastrop ISD, Dallas ISD, Elgin ISD, Manor ISD

Top Focus Issue Themes in 2019-20:

- Lack of transportation
- Environmental concerns
- Affordable housing
- Mental health

Texas

Students from Jacob Rowe's 12th grade government class at Elgin High School receiving the Changemaker award at Civics Day in December of 2019 for their work on traffic congestion in Elgin, TX.



ACTION CIVICS SPOTLIGHT

Eliminating traffic congestion at Elgin High School in Elgin, TX

Jacob Rowe's 12th grade Government class decided to work on traffic congestion occurring around school dismissal time in their small town of Elgin, TX. The students began the process by noting that the elementary, middle, and high schools were all getting dismissed around the same time which was causing a backup on one major road that runs through town. With the high school getting dismissed last, many students were unable to exit the parking lot and avoid the congestion, causing them to be late for work and extracurricular activities. They spent the semester mapping

out the surrounding community to identify where traffic backup could be alleviated. The students put together a presentation for the Administrative team at Elgin High School to present alternative routes to direct after school traffic. They contacted the Administrative teams at the middle and elementary school to discuss traffic dismissal maps and ended the semester advocating for some new traffic policies to be put in place at the district level for the following school year. Their successful project received the class Changemaker award at the TX Civics Day in December of 2019.



I stand before you as a leader and an advocate...I plan on using the leadership and advocacy skills that I built in my Generation Citizen class to help me in my future career with politics. I really enjoy helping people and finding out what is best for not just myself but for my community."

**Deianna Alvarez, 11th grade student,
Austin Achieve High School**

TAKING ACTION FOR DIVERSITY, EQUITY, AND INCLUSION

At the outset of a new strategic plan, American democracy itself is at the precipice. The COVID-19 pandemic, and its spread throughout the country, has laid bare the stark inequities that have pervaded this country for too long, as well as the fragility of our public systems — with disproportionate consequences for Black and Brown communities.

Simultaneously, the wave of protests in response to the killings of George Floyd, Breonna Taylor, Ahmaud Arbery — and so many more Black people before and since — has caused a reckoning in American society, forcing us all to look at the ways that race has defined our democracy. In a country that was founded on a false myth that all (men) would be treated as equal, while the institution of slavery abounded, it is high time that we face our racial history, and confront our racial present.

Generation Citizen's (GC) focus at its founding was to transform civics education by educating young people to be active and engaged citizens through an approach we call "Action Civics." Our mission has been to ensure that every student in the United States receives an effective Action Civics education, which provides them with the knowledge and skills necessary to participate in our democracy as active citizens. To date, we've engaged more than 60,000 young people across the country in this work.

Transforming civics education remains vital work. Yet, in the context of what Generation Citizen has learned over the last eleven years, and the realities and contours of our American democracy today, we know the work must evolve and grow bolder moving forward.

OUR VALUES



Grassroots Change

Every individual has a voice and the potential to change his or her communities



Systemic Impact

We believe in big change, and always starting at the root of the issue.



Collaboration & Diversity

Our differences make us stronger.



Action

We learn by doing.



Open Mindedness

We are always learning and growing.

Over the course of the last year, an internal DEI Task Force, working alongside the organization Building for Mission, developed a specific DEI Plan of Action to support the GC in developing the core competencies. We worked to identify and build infrastructure, and forge the internal trust and relationships necessary for GC to live true to its commitment to diversity, equity and inclusion.

The plan (and future iterations) will be implemented and developed until the organization reaches its ultimate objective of having DEI integrated fully into organizational operations. The DEI Plan will support the creation of an inclusive and equitable environment for current and prospective employees and help to create the necessary systems and expectations to ensure DEI is embedded fully into all organizational decisions — at every level and within all departments.

Our priorities for the next year include:

- » Creating a specific DEI statement for the organization;
- » Building trust amongst staff and leadership;
- » Adopting, implementing, and building alignment around a decision-making model for GC;
- » Developing a competency model for the organization.

We know that this will just be part of the work needed to ensure that DEI is front and center in everything that we do. The societal obligation emerging from this year of reckoning is to ensure that we emerge a different country: one of “liberty and justice for all.” A state that responds to a groundswell of the people and actively promotes freedom and the common good will be necessary.

And in order for this to happen, our education system will need to place participatory democracy at the foundation of its very mission. Simply put, an effective civics education that recognizes the lived experiences of young people — and ensures they are at the center of re-imagining a new lived reality, is imperative.



It is this work that GC will look to lead in the next five years. We recognize that to re-envision our democracy will be complex and require a great number of individuals, organizations, and government working together. GC, and its work to place democracy in the very fabric of our education system, must be front and center in these efforts.

NEW STRATEGIC PLAN 2020-25

Earlier this year, GC launched a new strategic plan, focused on three key initiatives:

Invest deeply in educators to center democracy and equity in Action Civics pedagogy and practices. GC will engage educators as leaders in Action Civics pedagogy and practices (including high-quality curricula and teacher training and supports) that are culturally responsive, anti-racist, strengths-based, and tailored to meet community needs.

Lead a national campaign to ensure access to equity-centered civics education. GC will engage in both state and federal campaigns to push for the prioritization of Action Civics education, while also engaging in robust thought leadership to ensure that Action Civics is seen as a necessary reform for the health of the country's democracy.

Engage young people to be at the forefront of policy and advocacy efforts. GC will invest in young people as Action Civics alumni to help lead policy and advocacy campaigns across the country. GC will also ensure young people are key stakeholders and decision-makers throughout the wider organization.

Through our new strategic plan, GC's programming will help ensure that the principles of Action Civics — especially student voice and agency — are at the heart of classrooms and broader school culture.

Connected to this, GC's policy and advocacy work will help ensure districts have the incentives and resources necessary to integrate Action Civics pedagogy and principles into their schools. And young people must be at the center of each of these strategies: helping to build a movement for a more

equitable and participatory democracy, and playing a role in GC's own decision-making and governance.

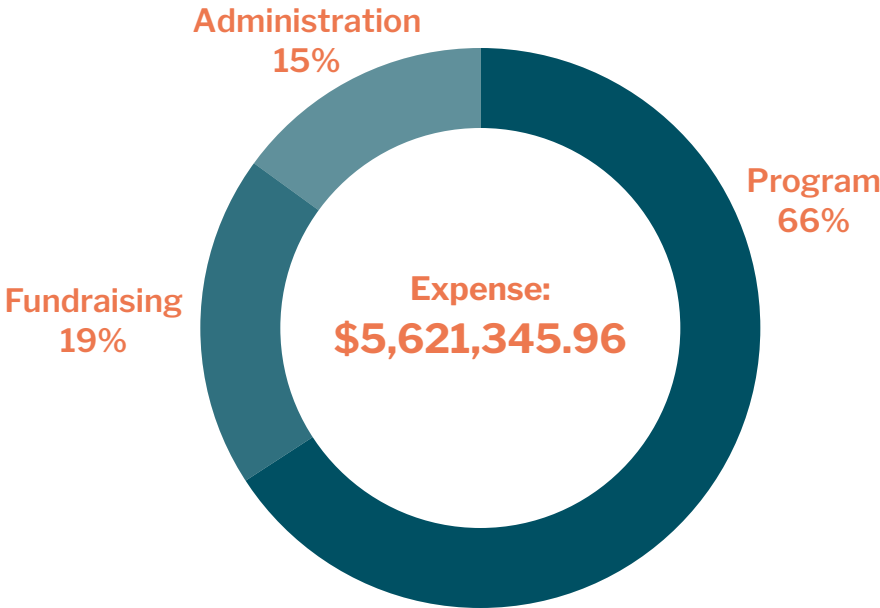
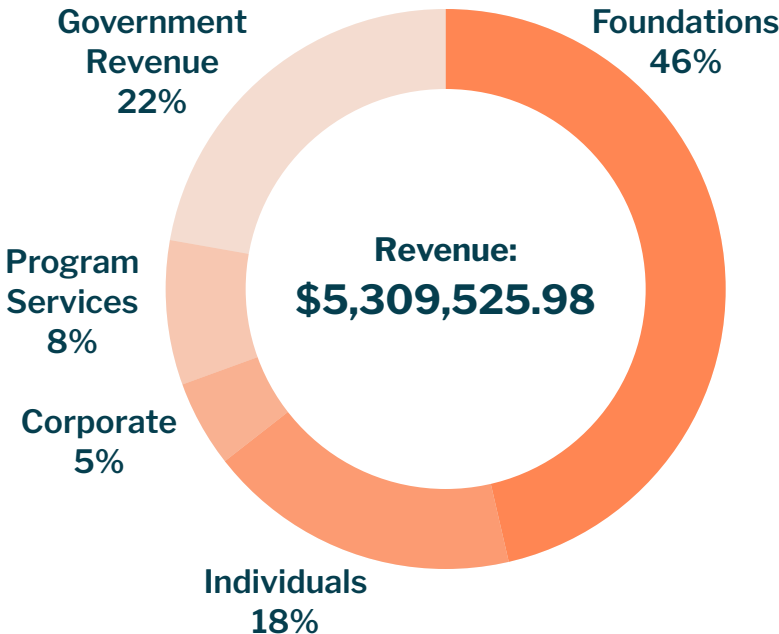
Woven together, these core activities will help ensure over the long-term that there is a culture shift in this country, and that we all recognize the importance of centering democracy in the foundation of our educational system.



FINANCIALS

In the 2019 fiscal year (July 1-June 30) , Generation Citizen raised \$5,426,174.27 and spent \$5,179,954.77.

Comparatively, in the previous fiscal year, \$4,762,349 was raised and \$3,759,293 spent



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In memoriam,
Erin Garry



In 2010, educator Erin Garry became one of the first teachers in New York City to pilot Generation Citizen in her classroom. Throughout the next decade, she continued to champion Action Civics, bringing GC to her new school, Bronx Letters, and serving on our Local Board. She provided feedback into our programming, hosted National Board members at her school, and was a tireless advocate for her students, and their voices.

This year, Erin Garry tragically passed away. She will forever be in our hearts and in our family at Generation Citizen. You can donate to her scholarship fund [here](#). 

Our Supporters

Thank you to our supporters. We are full of gratitude for your generosity and fierce commitment to equipping young people with the skills and knowledge needed to effect change and lead in our democracy.

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Attend a Virtual Civics Day (May & December)



Visit a classroom as a guest speaker



Host a virtual Generation Citizen gathering



Join a Generation Citizen Board



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To learn more about how you can take action with Generation Citizen, please email: info@generationcitizen.org.





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