



Strategy Kernel

Diagnosis

The scientific workforce was becoming increasingly isolated while facing growing political and economic pressures. Shrinking federal investment, job precarity, and attacks on higher education were activating many scientists who wanted to act but lacked the relationships, organizing experience, and community needed to respond collectively.

At the same time, many scientists were beginning to recognize that science is inseparable from the public institutions, policies, and communities that shape it. The challenge wasn't simply to defend science—it was to help scientists see themselves as participants in collective action rather than isolated experts.

Guiding Policy

Rather than building another advocacy campaign, we would build an organization where leadership develops through participation.

Every part of the organization would be intentionally designed to strengthen three things at once:

- **Deepen relationships** across the scientific community.
- **Advance campaigns** that address immediate needs while building long-term power.
- **Develop new leaders** through meaningful opportunities to contribute.

By integrating community care, political education, and organizing into everyday participation, members wouldn't just support campaigns—they would grow into organizers themselves.

Coherent Actions

We designed every initiative to reinforce the others.

- **Action Hours** integrated relationship-building, political education, and coordinated action.
- **One-on-one conversations** helped members connect their experiences with meaningful opportunities to contribute.
- **Leadership pathways** created increasing opportunities to facilitate, organize, and mentor others.
- **The Mutual Aid Campaign** addressed immediate material needs while strengthening relationships, developing political analysis, and growing collective capacity.
- **Coalition building** connected scientists with broader movements for labor, democracy, public health, and social justice.

Together, these systems transformed moments of crisis into opportunities for leadership development, community building, and sustained collective action.