

Welcome to

POWER UP

Spokane Session #1

October 26, 2019



The ACLU would like to

ACKNOWLEDGE

THAT WE ARE ON

INDIGENOUS LAND

of the traditional territories of the
Spokane Tribe.

Why We Use Pronouns

- We recognize that gender is a spectrum and people might have a different gender identity than the one you perceive them to have. Sharing your pronouns shows respect for everyone's gender identity and creates a more welcoming space for all.
- If you didn't already grab one, pronoun stickers are available at the check-in table.



Housekeeping

- Coffee, tea, and water are available – please help yourself at any time.
- All bathrooms are gender neutral.
- We will take a break for lunch from 12-12:30pm. The training will end at 2pm.
- Please feel free to ask questions throughout the training!

Introductions

Please turn to the person next to you and introduce yourself.

1. Name
2. Pronouns
3. Location (city or neighborhood)
4. What brought you here today?

Community Agreements

1. Observe the “Platinum” rule.
2. Acknowledge intent and address impact.
3. Be present and lean in.
4. Be mindful of technology use.
5. Hear and be heard.
6. Observe the “One mic, one voice” rule.
7. Avoid putting people on blast.
8. Care for yourself and others.
9. Commit to learning.
10. Have fun!

Agenda

10:00 – 11:00 am	Laying the Foundation Welcome, Moving from Issues to Action, What is Power?
11:00am – 12:00pm	Understanding Our Role in the Movement Root Cause Tree Tool, Racism & Implicit Bias (Shared Definitions), “Respectability Politics”
12:00 – 12:30pm	LUNCH BREAK
12:30 – 2:00pm	Building Collective Power Personal Narrative, Recruiting Volunteers, Building Effective Teams



RESISTOR:

Laying the Foundation

Moving from Issues to Action

MAINTAIN YOUR RIGHTS!

"They have rights who dare maintain them." — James Russell Lowell.

"Don't ask for rights. Take them. An' don't let anny wan give them to ye. Aright that is handed to ye f'r nawthin' has somethin' the matter with it."

— Mr. Dooley.

For Instance:

¶ Recently in Great Falls, Montana, the local unions parading to protest the shootings at Butte, were prohibited from displaying banners. But they displayed them in open defiance of an unconstitutional ordinance. The officials arrested the leaders—whereupon the several thousand union men marched to jail and demanded to be arrested with them. They could take care of only 360 in jail, and even they were dismissed when brought to court. And at a city election just afterward labor elected its ticket.

¶ In Passaic, N. J., a wool town, the local authorities prohibited meetings of the Amalgamated Textile Workers, until the workers went ahead and held meetings without permits and in defiance of local ordinances conflicting with the State Constitution. In the face of such determination—and much publicity—the local authorities surrendered.

¶ In the steel towns of western Pennsylvania, the workers and their organizers

held meetings during the strike and after, in open defiance of local ordinances in conflict with the Constitution. In some towns the authorities submitted. In others the cases are in the courts.

¶ In scores of western cities, the I. W. W.'s won free speech by going to jail for street speaking in such numbers that it became practically impossible to continue the fight against them.

¶ In North Dakota and Wisconsin—alone among the western states—the organized political control of the farmers and liberal-radical elements has maintained the rights of free speech and free assemblage. These states have no laws persecuting opinion.

¶ There are a few cities, too, in the country where speech and assemblage are absolutely free—due chiefly to the strength and determination of local labor and liberal forces. And there is always freedom for those with political power (note the Irish movement in America.)

Rights can be maintained only by insisting upon them,— by organization, protest, demonstrations, test cases in the courts, and publicity.

For free information or help, write to the

AMERICAN CIVIL LIBERTIES UNION

138 West 13th Street



New York City



What is Activism?

- Activism = Actions people take, individually and collectively, to challenge power imbalances and create positive change
- Why constituent advocacy?
Lawmakers work for you!
- Remember! The ACLU is nonpartisan. We don't endorse or oppose candidates.



Visioning Exercise

- Turn to page 10 and spend 5 minutes thinking about the issues that matter most to you.
- Pair share: Turn to the person next to you and spend 5 minutes talking about what you wrote down.
- Find a chart with an issue that you are passionate about.
- Take 15 minutes as a group to talk about the topic and draw your vision for a more just world where this issue no longer impacts our communities. Please be ready to share with the larger group.

What is Power?

Consumer Power

- Using boycotts or other means of organizing consumers to hit corporations at their bottom line.



Disruptive Power

- Using strikes or protests to disrupt everyday business to cut into profits and shame bad corporate actors.



Legal/Regulatory Power

- Using the courts and regulatory agencies to hold individuals and institutions accountable for violating people's rights, thereby motivating them to change their behavior.



Political Power ← Our Focus

- Electing lawmakers who will support your legislative agenda and holding them accountable when they are in office, and changing laws through direct democracy.



CIRCUIT BREAKER: Understanding Our Role in the Movement

Goals

1. Offer a shared framework to identify institutional racism and implicit bias.
2. Apply these concepts to civil liberties issues.
3. Identify how racism shows up in organizing and “progressive” spaces.

Racism & Implicit Bias: Shared Definitions

Why focus on race?

- We are focused on building a culture of equity and inclusion.
- We all have multiple facets of our identity, some of which may be experienced as privilege and others as oppression.
- Race intersects with every issue we work on.
- In a culture where racism continues to be rampant, we ensure equity across the board for all groups experiencing inequity by focusing on race.
- More education: Dr. Kimberlé Williams Crenshaw

How do YOU define racism?

- We all need a common language to talk effectively about racism.

Racism ≠ Individual bigotry or prejudice

- Racial prejudice becomes racism when combined with the power of systems and institutions.

Race Prejudice
+
Systemic/Institutional Power
=
RACISM

Table Talk

Race prejudice + Systemic/institutional power = RACISM

- Share your reactions to this definition.
- Is it new?
- Does it (re-)affirm what you already know?
- Do you think it will be useful to you?
- What questions does this raise?



Racism: Power to Shape Identity & Behavior

- Racism shapes us on the deepest level of our psyche.
- We did not ask for it, but it is an outcome of living in a race-based system.
- We are socialized to internalize racism and exhibit correlating behaviors.
- Our task is to identify these behaviors, disrupt power structures, and create new ways of being.

What is implicit racial bias?

- Implicit biases are the attitudes or stereotypes that affect our actions, understanding of events, and decisions in an unconscious manner. (Kirwan Institute for the Study of Race and Ethnicity)



Explicit vs. Implicit Bias

Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

Root Causes & Systems Thinking

Root Cause Tree Tool

LEAVES

What problems have directly impacted community members identified?

TRUNK

What structures, practices, and policies institutionalize the problems? What role do public entities play? What role do private actors play?

ROOTS

What are the underlying historical, racial, social, or economic root causes of these problems? Why do these structures or policies exist? Whom do they benefit? Whom do they harm?



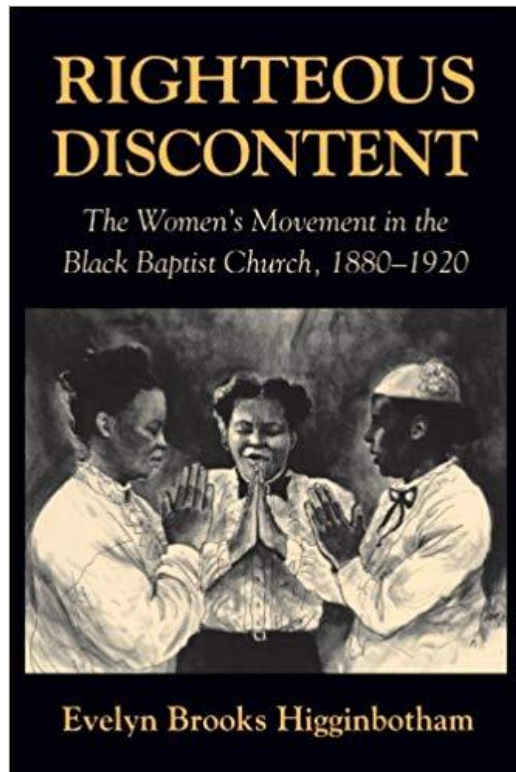
Group Exercise

- Spend 15 minutes creating a root cause tree for the issue you chose in visioning exercise.
 - Leaves: Visible problems
 - Trunk: Structures, practices, and policies
 - Roots: Underlying historical, racial, social, or economic root causes
 - Toolbox: What questions do you have? Whose perspectives do you need? What resources are you missing?

“Politics of Respectability” & Social Justice Movements

Thank you to Gabriela Rojas & Tessa D’Arcangelew
(ACLU of California)

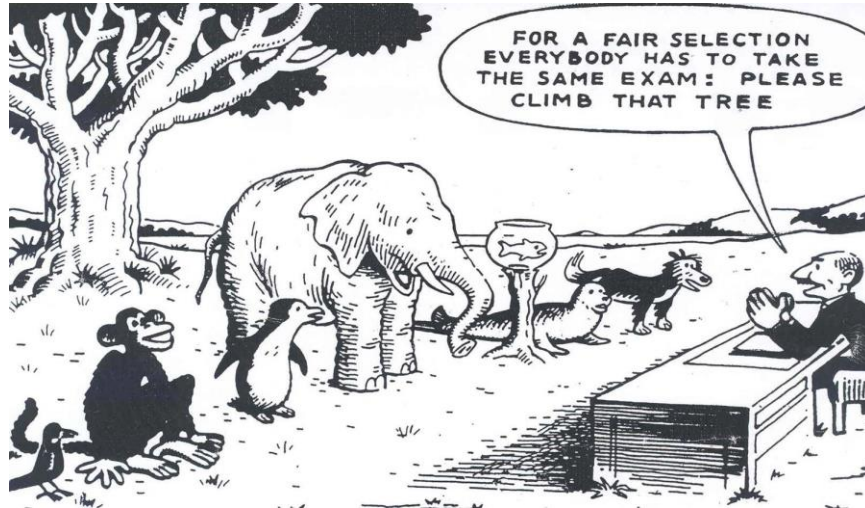
Politics of Respectability



- Dr. Evelyn Higginbotham, 1994
- Righteous Discontent: The Women's Movement in the Black Baptist Church, 1880 – 1920
- “Oppressed people must learn to represent the norms and expectations of the group with power (the oppressors) in order to achieve equality.”

Meritocracy

- Political philosophy that economic resources or power should go to those with talent, effort, and achievement as opposed to:
 - Family status
 - Sexuality
 - Race
 - Gender
 - Age
 - Wealth



Institutional Racism

- For over a quarter of American history, the U.S. Constitution actively and intentionally legalized racism and sexism.
- As a result, white supremacy is deeply embedded in our laws and system of government.
- Profound racial disparities persist in health, education, employment, and income across the United States, and these outcomes reflect a combination of structural inequality, overt and covert discrimination, and implicit bias.

Why does it matter?

- In the fight for social justice, it is our job to build power because power is what helps us win.
- If we only build power with a few groups and leave others out, we are ultimately less powerful.
- When we fail to address race and racism, our justice work will inevitably become racist.

Good/Bad Dichotomy

- American Civil Rights Movement: Shift from racism being socially acceptable to socially unacceptable
- Created dichotomy of a good white person, the non-racist VS. a bad white person, the racist
- “To be a good, moral person and to be complicit with racism became mutually exclusive. You could not be a good person and participate in racism; only bad people were racist.” — Robin DiAngelo

Good/Bad Dichotomy

- The binary perspective of racist or not racist, good or bad, hides the institutional nature of racism and absolves well-meaning white people from taking any responsibility for interrupting racism or taking inventory of their own bias.
- It is often used as an excuse when white people or white systems perpetuate racism.
- For example: when boys and men of color are shot or killed by the police, common narratives emerge around their “bad behavior” or “bad look” to protect the “good cops.”

How do white people benefit from racism?

- Belonging
- Freedom from the burden of race and freedom of movement
- White people are often defined just as “people”
- Racial innocence
- Segregated lives

How do we foster inclusion?

1. Experiencing discomfort
2. Calling in & interrupting bias

Experience Discomfort

- Being insulated from the stress of racism in your personal experience can create an entitlement to a feeling of comfort.
- White fragility: Feelings of anger, fear, guilt, and behaviors such as argumentation, silence, and withdrawal when confronted with bias or complicity in racist systems.
- Allyship: Move away from comfort and towards reflection, apology, listening, processing, seeking clarity, grappling, engaging, and believing.

Calling In/Interrupting Bias

- Dr. Evelyn Carter: Confronting bias is important, “because social norms are formed in group situations and subsequently serve as standards for the individual’s perception and judgment when [they] are not in the group situation.”

Calling In/Interrupting Bias

- “One line of King’s speech, in particular – that one day he might be judged by the content of his character and not the color of his skin – was seized upon by the white public because the words were seen to provide a simple and immediate solution to racial tensions; pretend that we don’t see race, and racism will end. Color blindness was now promoted as the remedy for racism, with white people insisting that they didn’t see race or, if they did, that it had no meaning to them.”

ENERGIZER:

Strengthening Our Organizing & Leadership Muscles

Part 1: Building Collective Power

Goals

- Understand why personal stories grounded in values can effectively move people to action.
- Learn how to structure a relationship-building one-on-one organizing conversation that incorporates personal stories.
- Practice sharing stories, leading one-on-one meetings giving and receiving feedback.

Storytelling & Personal Narrative

Goals

- Understand why personal stories grounded in values can effectively move people to action.
- Learn how to structure a relationship-building one-on-one organizing conversation that incorporates personal stories.
- Practice sharing stories, leading one-on-one meetings giving and receiving feedback.
- Explore different models of leadership.

What does leadership mean to you?



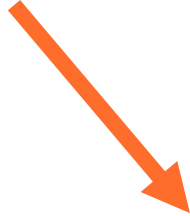
"Thanks, Pop, but today's kids don't want money, they want leadership."

Source: The New Yorker

HOW



**Strategy
Analysis**



WHY



**Story
Motivation**



MEANINGFUL ACTION



Public Narrative



What makes a story memorable and compelling?



Photo by [Neel](#) on [Unsplash](#)

Good stories make us

- See it
- Hear it
- Feel it

By

- Showing not telling
- Including vivid imagery/details
- Connection to strong emotions

Practice: Share Your Story

1. Silently develop your story using the handout (7 min)
2. Pair-share (12 min)
 - Find a partner
 - 3 min: Partner 1 shares story
 - 3 min: Partner 2 gives feedback (what went well, what did you have questions about)
 - Switch

Question: Why do you care about _____ (specific issue)? What experiences in your life have shaped your values?

Building Relationships & Recruiting Volunteers

Why do we need relationships for organizing?



How We Build Relationships



Organizational meetings & trainings



House parties/small group meetings



One-on-ones

5 Elements of a One-on-One Meeting



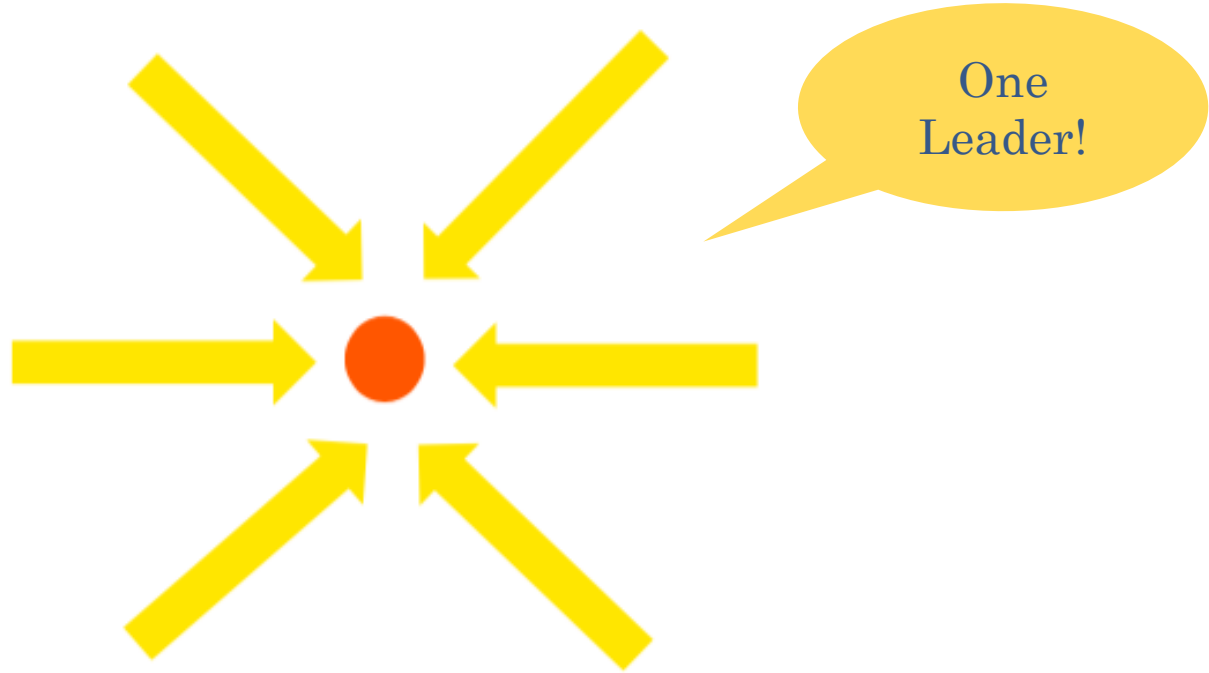
Practice: One-on-One Meeting



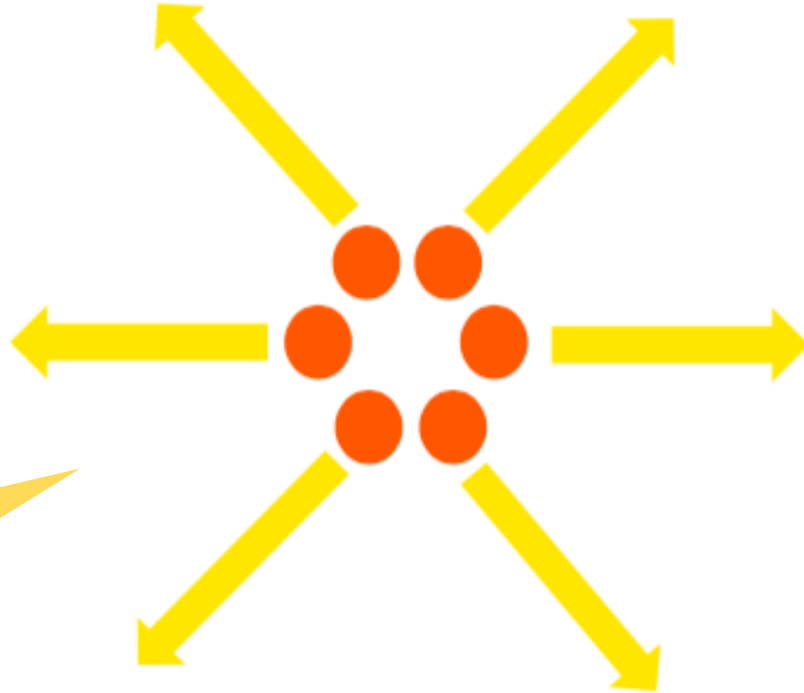
1. Find a partner (someone you haven't worked with yet)
2. Practice meeting a new contact. (20 min)
 - 6 min: Partner 1 leads the 1:1
 - 3 min: Partner 2 shares feedback
 - Switch and repeat

Structuring Leadership

“Dot in the Middle”



“We’re All Leaders”



No Leader!

“Snowflake” Model



Running Effective Meetings

What makes a “good” meeting?

- Involves a clear before, during, and after.
- Has clear and realistic goals.
- Is a participatory space where all ideas are heard.
- Encourages frank and constructive debate, but not personal attacks.
- Ends with clear action items and people assigned to them.
- Leaves everyone feeling like progress is being made.

Sample Meeting Agenda

- Example on page 26 of Power Up handbook.
- POP Model (see handout)
 - Purpose
 - Outcome
 - Process

Making Meetings Accessible

- There are many ways in which we can make meetings more accessible to all members of our community:
 - Gender neutral bathrooms
 - Wheelchair accessibility
 - Dietary & sensory sensitivities
 - Language access
 - Family-friendly
- Check calendars and consult with stakeholders to select days and times that don't conflict with other events or obligations.
- Make video or phone conferencing an option – but remember in-person communication is usually best.
- Practice grace with your fellow activists!

Wrap-Up

Next Session: Saturday, November 9

- You will receive an email reminder the week prior.
- The next session will take place here!
- We will cover:
 1. Identifying stakeholders, mapping power, and creating a strategy
 2. How to effectively engage with lawmakers
 3. Overview of the Washington legislative process

Upcoming Event: Flights & Rights Spokane



Wednesday, December 11, 2019

6:00-8:00pm

The McGinnity Room

116 W Pacific Ave #100

Spokane, WA 99201

Interested in volunteering?

Let me know!



Homework Assignment!

- Remember the issue topic you worked on in the visioning and root cause tree exercises.
- Brainstorm 5-7 local stakeholders related to your issue:
 - Impacted groups
 - Organizations or community groups
 - Community leaders (e.g. clergy, parent, business owner)
 - Lawmakers/decisionmakers
 - Agencies



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WE THE PEOPLE