

Encourage locals to talk to their members first and foremost. Be sure to be intentional about inclusion and extend invites.

building leadership team by doing 1-1 conversations

Assist them with one on one conversations.

Encourage local leaders to speak to and include all members.

knowing the group and awareness and making the "Ask"

Try to talk to every member.

Remind leaders to make sure everyone is aware of information.

An additional layer of awareness is the recognition that diversity is not just race.

Raise awareness of different types of diversity.

make sure all voices are heard on a Team

The leadership has to be trusted and respected to ensure members are open to the invite.

being aware of who is in the room and seeking out conversations

Building relationships-conversations with potential leaders to empower them in their abilities to be successful

challenge local leaders to find members who don't look like them, think like them, etc...

recognize that inclusivity and diversity goes beyond race, orientation, but also should include experience levels, age, etc...

Listening tours for different stakeholder groups (elem, middle, high, CTE, ESL, etc.) - provide opportunity for every unique group to have their voice heard

Successful organizing (that wins) relies on leadership, what is one method you use to ensure inclusivity and diversity?

inclusion is more than demographics

encourage local leaders to engage new hires

Being aware and intentional in bringing people of various backgrounds on committees, groups, boards, etc.

Be visible and know your members. Get out of the office and into the workplace.

continually reach out trying to make sure we meet all interests

Remember that there are two other pages and you have only a few minutes

Paying attention to natural leaders, encouraging growth

Building building rep/school level rep capacity/training

**Trivia night
with members
and potential
members**

Give members a variety of opportunities to participate in activities to support the work of the union. Allow people to do things they are most comfortable with.

**counting
signatures
on a
petition**

meeting participants where they are at, tracking how we moved members out of their comfort zone,

**Remember to
go to page 3
with any
questions you
have for Jane**

**used
ECE
cards**

They have to be reminded that the only way their issue is resolved is if they take action. They are accountable to each other.

counting survey results and using majority response rate as leverage with decision-makers

Reaching out to members/potential members w/listening tours, constant communication

Successful organizing (that wins) relies on majority participation. What are your methods you use to measure increased participation in your local (AKA increase power)?

**low risk and
small ask
tactics to
assess
participation**

How do we get long time leaders to make room for newer activists to take on leadership roles. This should be seen as positive and non-threatening.

What is the one challenge your group has that they want to ask Jane about?

Here is where you can put your questions to Jane

what are tried and true methods you've used to help moved folks from apathy to anger/excitement?

How do we win back the folks we lost do to anti-vax, anti-mask, CRT, etc.

How do we move school of ordinary people who want service from the local union (to fix their problems) and don't see they have the power to make the changes. Many are fearful.

Do you have any suggestions of how to compel folks to call themselves a union and begin to act like a union without fear

Time - how to achieve organizing conversations when "service" model requirements are still there.

How can I help shift staff mindset to a culture of organizing?

want to know her process when on a new campaign

What is some advice on doing the in areas where "progressive social movements" is a dirty word.

How do we make the organizing we read about in your books (which seems like the exception not the rule) the organizing that happens in our locals? (worker driven)

