



Intro Via Zoom Window

Rename your window with
Name

Required Pronoun

Native Land Where you Are

Make sure you have the Resource Documents
available for the duration of this meeting.

Who are the people you need to lead
social justice unionism?



Chat
Window
Entry
Activity



Session 2- Broadening Union Leadership and Expectations for What Unions Can Win

TEACHER UNIONS AND SOCIAL JUSTICE

1. Share Responsibility for the Success of Each Learning Session

2. Move up, Move back

3. Respect Confidentiality

4. Be Responsible for Building Deep Understanding

- Be timely with your presence, your speaking, and your listening
- Be fully present with speakers, open to new perspectives, and accept challenges
- Place OTHER tech on silent and stay checked-in
- Share using “I” statements
- Connect to your core values and speak from your heart

5. Expect and Accept Imperfection

6. Expect/accept non-closure – Agree to Disagree

Community Agreements

Honoring This Space

We begin by acknowledging that through a history of colonization and brutality, we currently reside on and are connecting from the traditional lands stewarded by generations of indigenous people.

We honor these indigenous people, all elders, past, present, and emerging. We are called to learn and share these learnings about this tribal history, culture, and contributions that have been suppressed in the telling of the story of what we now call the United States of America.

Today's Agenda



Who do we need in this work?

How do we expand expectations for what we can win?

What is my role as a staff person?

Shelly



Who are the people we need?

What are the leaders and structures we need?

“The terms “social justice” and “social justice unionism” can be watered down or co-opted. Some activists and leaders believe that passing resolutions in solidarity with different struggles (a positive thing) makes a union a “social justice union.” Others label programs “social justice,” but because of top down leadership and a lack of membership involvement, such programs are less effective than they might be. A new leader or leadership team can’t just declare that by virtue of their politics they are now a social justice union. It’s hard work. Real transformation of a union encompasses change in many areas: internal decision making processes, vision, campaigns, addressing race and gender issues, relationships with parents and communities, and much more.” (pg. 175)

Given this – what is the role of union staff in leadership identification, development, and engagement?

Natural Leader ID Review – Pg 274-282

“Who here is trusted
and respected?”

Definitions for Today

Leaders – Trusted and respected by their colleagues in ways that cut across communities of workers- is connected by values and influential relationships with mobilizers, activists, and those not yet part of the work. Get people to move their thinking and take action.

Mobilizers – Connected to communities of workers in ways that are influential – can convene their community. Get people excited to act.

Activists – Supportive and willing to act if invited

Leaders, Mobilizers, and Activists – Pg 2 of RG

Zoom Room – 15 Minutes

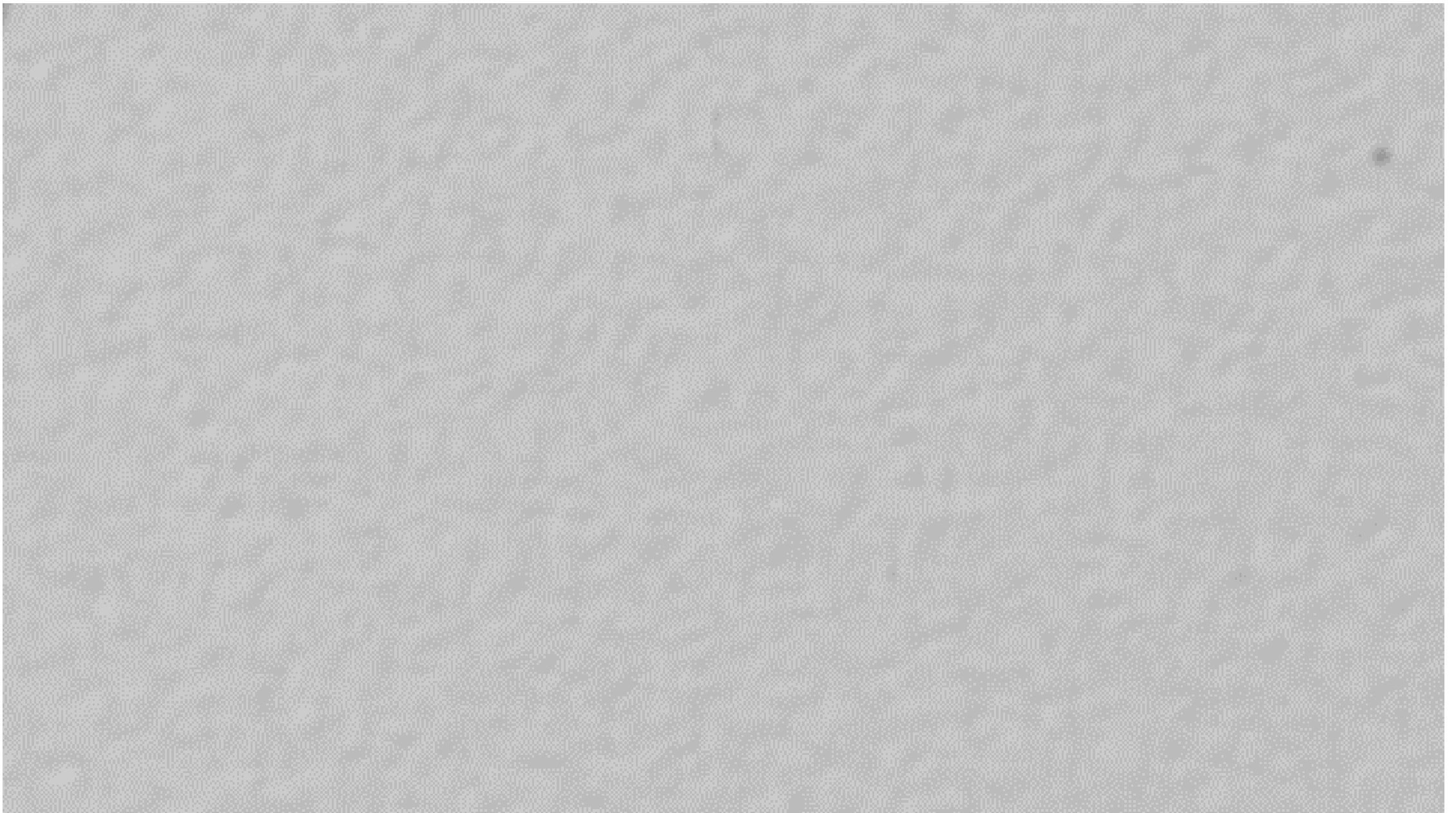
Shelly



Ilissa



How do we win more?



Why could Bargaining for the Common Good be a strategy for expanding leadership and expectations for our unions?



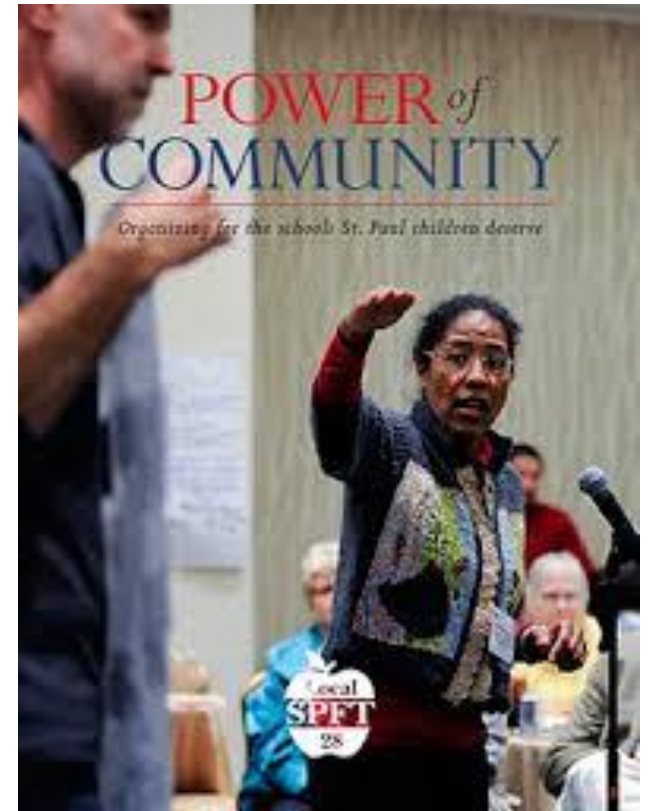
7 Elements of a Common Good Campaign Pg 107-112

1. Expand the scope of bargaining beyond wages and benefits
2. Go on offense in your campaign by identifying, exposing and challenging the real opposition
3. Engage community allies as partners in issue development and the bargaining campaign
4. Center racial justice in your demands
5. Strengthen internal organizing, membership and member engagement
6. Leverage capital in our campaigns
7. The campaign doesn't end once the union settles its contract



St. Paul Federation of Teachers

- Smaller class sizes
- Family engagement
- Placing teaching before testing
- Wage and benefit increases
- Culturally relevant education
- High quality professional development for teachers
- No foreclosures



UTLA Bargains for the Common Good

- Smaller class size
- Hiring of nurses, librarians & counselors
- An end to “random searches”
- Green space
- Immigrant defense fund
- Community schools
- Charter school cap



Parents, teachers, students, school staff and community members. Join us for the launch of Campaign for the Schools LA Students Deserve. Join community and labor groups to fight the crisis in public school funding!

CAMPAIGN FOR THE SCHOOLS L.A. STUDENTS DESERVE

Location: Trinity Street Elementary School
Address: 3736 Trinity St, Los Angeles, CA 90011
Date: Wednesday September 6, 2017
Time: 11:30AM



BLAcommunityschools www.reclaimourschoolsla.org #voicesfromourschools

Why do we run Common Good Campaigns?

- Builds Power through Leaders and Structures from the bottom up
- This is the best way for us to WIN more for all!
- Unions and community groups share a common powerful opposition, and we need each other in order to win
- Unions win more and community groups win bigger and broader campaigns when we work together in this way



Zoom Room Time -- 10 minutes

p. 9-45 of the Resource Guide

- What stands out to you about this approach?
- What are the opportunities that this strategy COULD provide your affiliates?
- What are the potential challenges this strategy could provide your affiliates?



Izaak



What is your role?

What do we mean... Pgs. 248-251 in the book

Advocacy

“Advocacy is the work of creating change through the actions of professionals or technical experts — lobbyists, pollsters, lawyers, communication specialists, researchers. Advocacy relies on the expertise, status, and know-how of these groups of people to make change. Advocacy usually happens in a closed-door room; ordinary people play a small to nonexistent role in its efficacy. Advocacy has become a dominant strategy for unions and liberals.”

Mobilizing

“Mobilizing, by contrast, activates an already-convinced membership. Mobilizing encourages those who already support a cause or a mission to take action to defend their belief—for example, by attending a protest, wearing a button, or signing a petition.”

Organizing

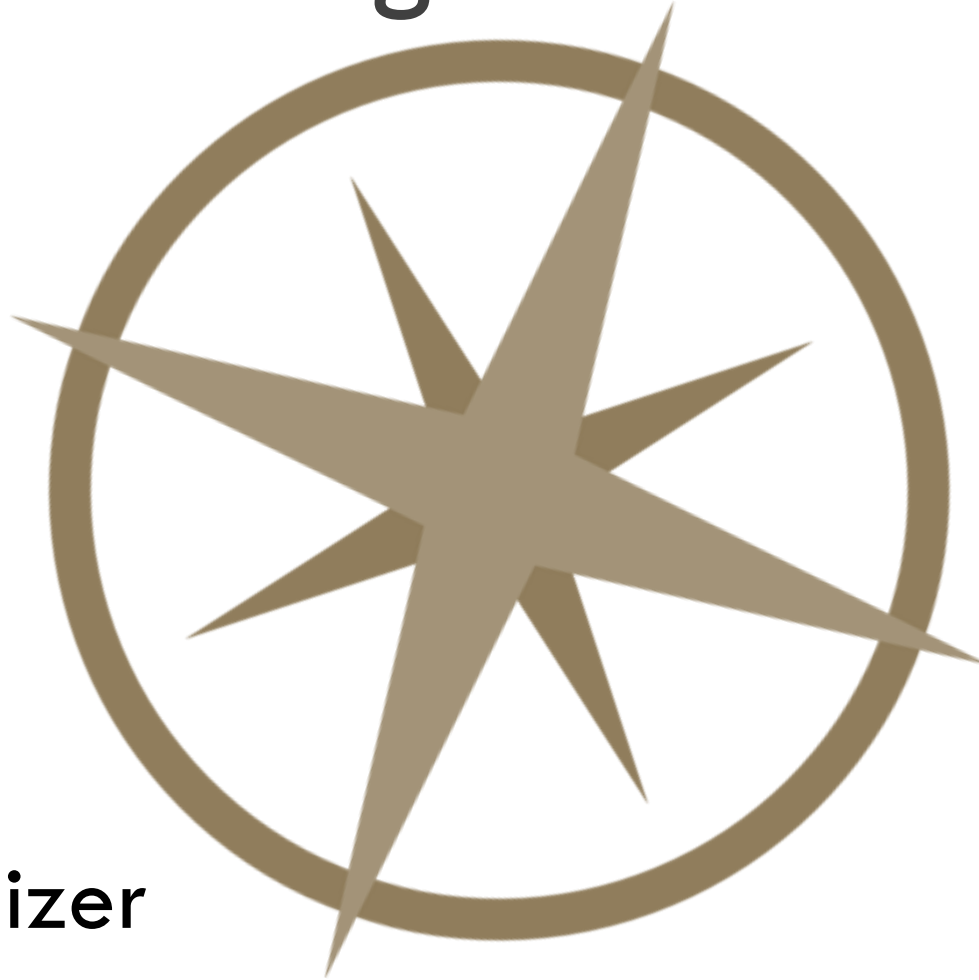
“To organize is to build mass support and strength among ordinary people. Organizing draws its power from working people’s biggest strength: our numbers. The work of organizing is systematic and rigorous: It requires connecting with every single worker in a shop, every educator in a building, every building in a district. At its core, it asks people to understand their own agency and to make choices about how they will exercise it.”

Advocacy, Mobilizing, Organizing Pg 248-251 in the book and on Pg 49 in resource guide

Advocate

Mobilizer

Organizer



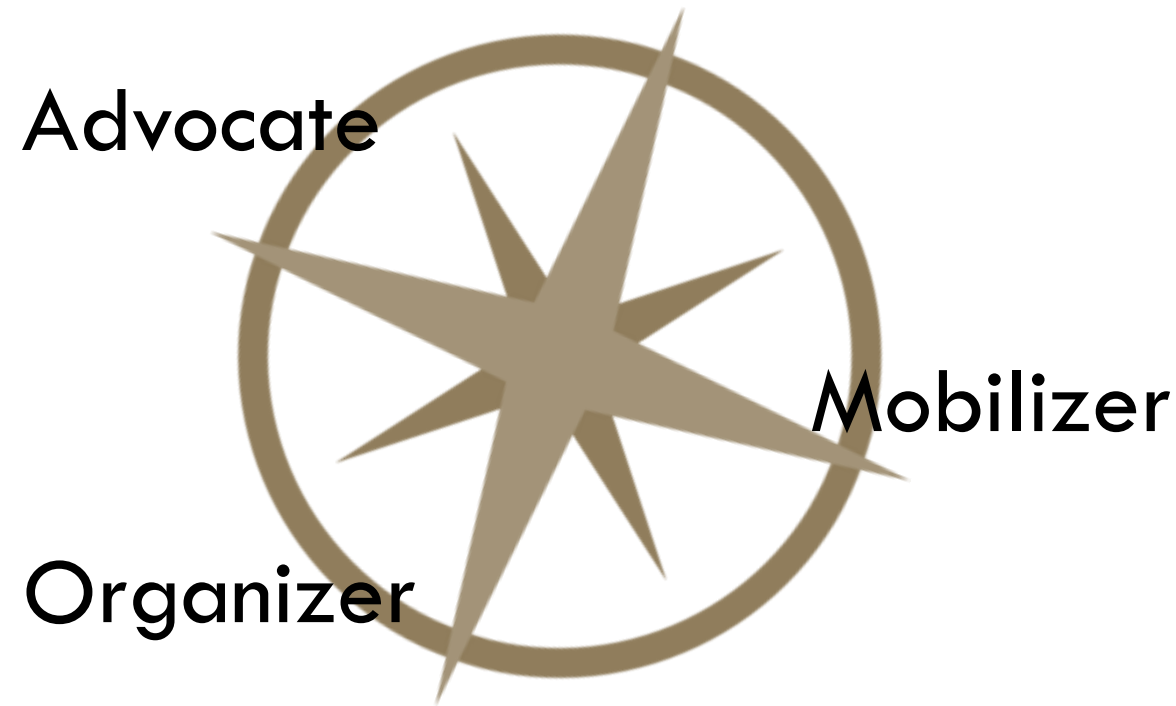
Zoom Discussion – Use Pg. 251 or 49 in RG

Select the compass point that best answers where you are for each of the following questions -

1. What role do your leaders see you in currently? Why?
2. What role does your manager expect you to be in most often? Why?
3. What would your role look like if you were working with a SJ local? Why?
4. Discuss the tensions that exist and discuss your whys. How do you deal with these tensions?



What changes in your work would you and your manager need to make room for, in order to cultivate social justice unionism?





What does
it all mean?



Taking you Home

Jessica

What is THE staff role?

- ❑ What are the types of work Staff people are engaged in that support and cultivate the types of leaders and structures in this book?
- ❑ What changes in your work/expectations would you (and your leader/manager) need to make room for in order to cultivate social justice unionism as presented in this book?





JUST THE END
OF MY POWERPOINT

KeepCalmAndForbear.com

Ending it Right

Next Meeting

Tuesday, March 19, 2024 @ 2:30PM
Eastern

