

Constituency Organizing From Club to Fighting Union



WHY ARE WE HERE?

NEA has an enterprise wide emphasis on organizing.

Our UniServ focused events don't always meet the needs of organizers.



Logistics to Remember

Questions to Ask

Bathroom

Materials

Food

Room Temperature

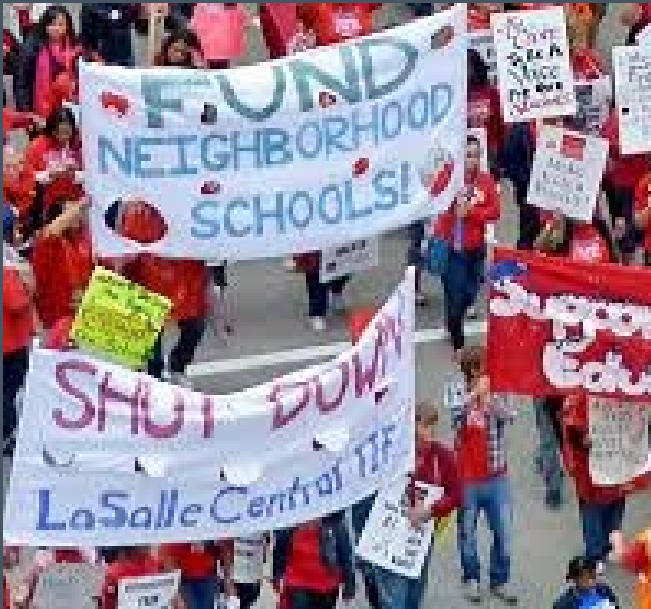
Karla as a Resource

Travel

Vouchers



3 DAY AGENDA



Days 1

12:00- 1:00 LUNCH

2:40:-2:55 Break

3:30 Adjourn

Off-Site Visit

Day 2

7:30-8:30 Breakfast

8:30am Whole group

8:45am CTFU Breakoff

10:40-10:55 Break

12-1pm Lunch

2:35-2:50 Break

4:30-5pm Choice
Networking

5pm Adjourn

Day 3

7:30-8:30 Breakfast

8:30-8:45 Whole Group

8:45 Convene CTFU

11:00-11:15 Break

1:00 Boxed Lunch

1:00-2:00 Choice
Networking

2:00 Adjourn

TODAY'S OUTCOMES



- Community Building
- Bridging Our Morning Experience
- Understand how we build power in our work
- Understanding the difference between communities and constituency

Community Agreements pg 2-3

Using Self-Awareness and Self-Knowledge

Listening for Understanding

Being Gracious

Staying Engaged

Being Open and Suspend Judgment

Saying “I”- tell your truth

Seeking Discomfort

Reaching Empathy

Expecting Non-Resolution and Non-Closure

*

Adapted from “Embracing equity and inclusion”, Annie E. Casey Foundation



One Revolution Around the Room

Name

Required Pronoun

State

Job Title



Katie Bishop
WEA
Sammamish
She/Her/Hers

Connecting to this morning

Picturing Power

At Your Tables – Each Person Picks 3 Pics

Each person shares Name, Pronouns, Location, and uses all three of Pics they Picked to define power.

Round 2 – Stand and form triads – share Name Pronouns, Location and Definition of Power with 3 Pics

Round 3 – Repeat Round 2



Whole Room Report

- › What are some common themes you heard?
- › What really surprised you OR left you wondering?





Melissa Dan
Palm Beach County
Classroom
Teachers Association
She/Her/Her

Power in Our Work p. 8-12

- › Move into quads (someone you are not currently sitting with and don't know well)
- › Each Person in the group develops a statement about how their employer defines power.
- › HOW does your employer want that power expressed? AKA what does power look like in action?
- › Each Team Creates a Poster
 - Each person draws their state and puts their name and statement about power in the state outline.



Power in Our Work Closing Thoughts

For our time together we will use this definition:

Organizing and leadership are about accepting responsibility for enabling others to achieve shared purpose in the face of uncertainty.



Power in Our Work Closing Thoughts

When we remove enabling -

Organizing and leadership are about accepting responsibility for others to achieve shared purpose in the face of uncertainty.

We lose agency, structures, teams, and shared accountability.



Power in Our Work Closing Thoughts

When we take out “to achieve purpose”

Organizing and leadership are about accepting responsibility for enabling others in the face of uncertainty.

We lose our “why,” the issues, and the problems that matter.



Power in Our Work Closing Thoughts

When we take out uncertainty

Organizing and leadership are about accepting responsibility for enabling others to achieve shared purpose.

It simply becomes socializing with a predictable outcome.



KEY IDEAS



A number of examples you had were about power over, or using power.

Our final definition is about BUILDING power together in order to USE it to make change

Organizing is about shared risk and accountability in the face of uncertainty

Unity is the basis of our power.





Zac Johnson
Northern
Colorado
Uniserv Unit

He/Him/His

Community and Constituency P. 13-17

Quick Table Talk and Article Review

What are the differences between community and constituency?



Defining Communities

A community shares values or interests.

Remember organizing? Enabling,
achieve shared purpose, uncertainty



Defining Constituency

Constituencies are communities, people who share common values or interests, **organized** to use its resources to act in their interests. Constituents are the heart of an organization, they have voice. If we treat people like customers (service model), they can only exit to make influence.



Pause to think:

Is the concept of power different in a community vs. a constituency?



Group Wall Charts

In the second column, write the special core values, interests, or issues that each constituency has.

[illegible]

Community and Constituency Whole Room

What did you discover by listing these constituencies and their values, interests, and issues?



KEY IDEAS



Constituencies are distinct from communities.

Organizing identifies their common values and interests builds structure to act. Building power.

When we treat constituents like customers, their only avenue is to exit. They relied on us to have power.

Only organizing small groups within the larger community limits power and gives us fewer resources to leverage for change.



Ending it Right

1. Feedback Form From Ellen
2. Back to the Sheraton By
7:30 am Breakfast
3. Be ready to go to the Civil Rights History
Museum Tour at 4pm