

Advancing LGBTQ+ Justice

This morning, continue thinking about our earlier conversation about intersectionality.

Check out the Human Rights Campaigns report “Black and African American LGBTQ+ Youth Report 2024” for more information about the challenges experienced by youth navigating multiple identities.



COMMUNITY AGREEMENTS

- Awareness and Self-Knowledge
- Listen for Understanding
- Be Gracious
- Stay Engaged
- Be Open and Suspend Judgment
- Say “I”- tell your truth
- Seek Discomfort
- Reach for Empathy
- Expect non- Resolution and non-Closure



TODAY'S AGENDA

8:30 – 8:40 Morning Routine

8:40- 8:55 -- Shared Identity

8:55-9:35 – Workplace Issues

9:35- 10:00- Building Campaigns

10:00-10:40 -- Problems and Issues

10:40-10:55 - Break

10:55-11:30- Targets and Tactics

11:30-12:10pm – Group Work Time

12:10 -12:40 -- Presentation

12:40-1:00 – Goodbyes

1:00 -- Lunch - grab and go





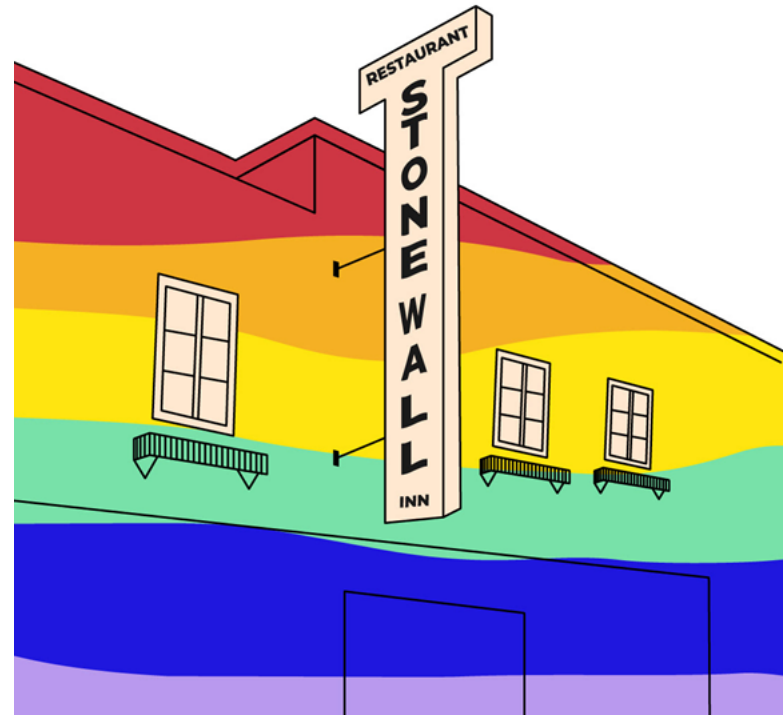
Beth

SHARED IDENTITY

Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your identity?
- What are some challenges of this identity?



More
from our
members!

TikTok
@thegayschoolcounselor

Text PRIDE
to
48744



Link In My Bio
LGBTQ+ Resources
From The
National Education
Association

Debrief-

- What was something you learned about someone else?
- What was easy/hard about this activity?
- How safe did you feel sharing in this activity?
- Which of these identities are internal vs external?





Natasha

BUILDING AN ORGANIZING CAMPAIGN: Brief Review

Consider...

For your scenario, imagine you are in a state that has recently banned conversations about LBGTQ+ topics. What would you do?

How do you address it with an organizing campaign?

Key Parts of an Organizing Campaign

- Issue
- Demand
- Target
- Tactics
- Escalation



Bekah

STEP 1: Issue

PROBLEM vs. ISSUE

- **Campaigns** start with issues members care about.
- An *issue* is a slice of a workplace *problem*.
- Often a *problem* can have different *issues* depending on the perspective of the people we are working with.
- It is **KEY** to get enough input on what the *issues* are that make up the *problem* so that YOU do not drive the solution.

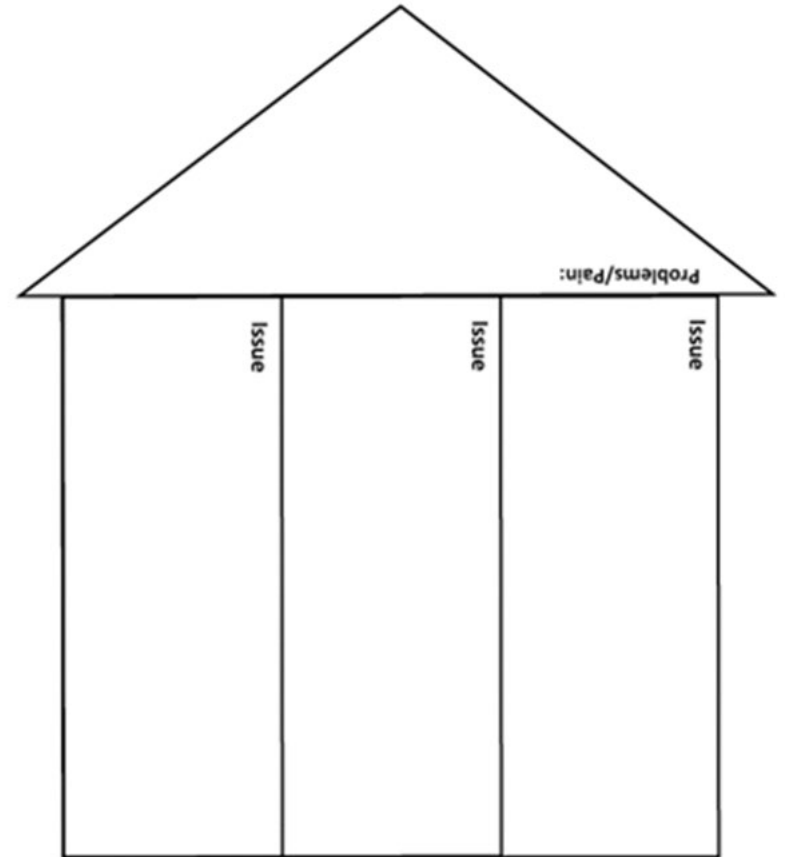
PROBLEM

vs.

ISSUE



Issues are the
small(er) actionable
pieces that
contribute to the
larger problem
(POPs in the Participant
Handouts Pg. 3)



EXAMPLE- Problem and Issue

PROBLEM -Our school is hostile to LGBTQ+ staff and students

- **Issue** – There are no gender inclusive bathrooms and/or transgender students are forced to use the wrong restroom.
- **Issue** – Our healthcare and leave benefits do not cover non-“traditional” family structures or are not fully accessible to people with same-gender partners.
- **Issue** – Our administration forces us to “out” trans and queer students to their families.

SCENARIO WORK!

In your group, spend time identifying the potential “Issues” in your scenario.

What makes a good issue:

- It is widely felt and/or deeply felt.
- It is winnable.
- It builds the union and builds leaders.
- It has a connection to students and the public.

Assessing our Issues

Sample chart
that can be used
to assess our
issues (pg. 4)

Will the Issue...	Issue #1	Issue #2	Issue #3
1. Result in a real improvement in people's lives?			
2. Give people a sense of their own power?			
3. Alter the relations of power?			
4. Be worthwhile?			
5. Be winnable?			
6. Be widely felt?			
7. Be deeply felt?			
8. Be easy to understand?			
9. Have a clear target?			
10. Have a clear timeframe that works for you?			
11. Be non-divisive?			
12. Build leadership?			
13. Set your organization up for the next campaign?			
14. Increase membership?			
15. Be consistent with your values and vision?			
16.			
TOTALS			

SCENARIO WORK!

In your group, spend time evaluating your issue using the chart in the handouts.



Dawn and Pete

STEP 2: Demand

Demand:

A demand is the *outcome* that *addresses the issue* that you are *making of a target*.

- Measurable
- Achievable

“We demand gender affirming bathrooms in every school because all students need to feel safe and included in our schools. ”

STEP 3: Target

Target:

Is the person with the power to give you what you are demanding.

A single person:

a name, face, & address

“ Hey Superintendent Sam - We demand gender affirming bathrooms in every school because all our students need to feel safe and included in our schools ”

SCENARIO WORK!

In your group, decide the following:

Issue

Revisit to make sure it's the one you want

Demand

What do you want to win (and why) to solve your issue?

Target

*Who has the power to give you your demand?
(feel free to make up names and titles if your scenario doesn't have one!)*

STEP 4: Tactics

Tactic: Actions you to take as a part of an escalation plan that increases pressure on your target to try to win your demand.

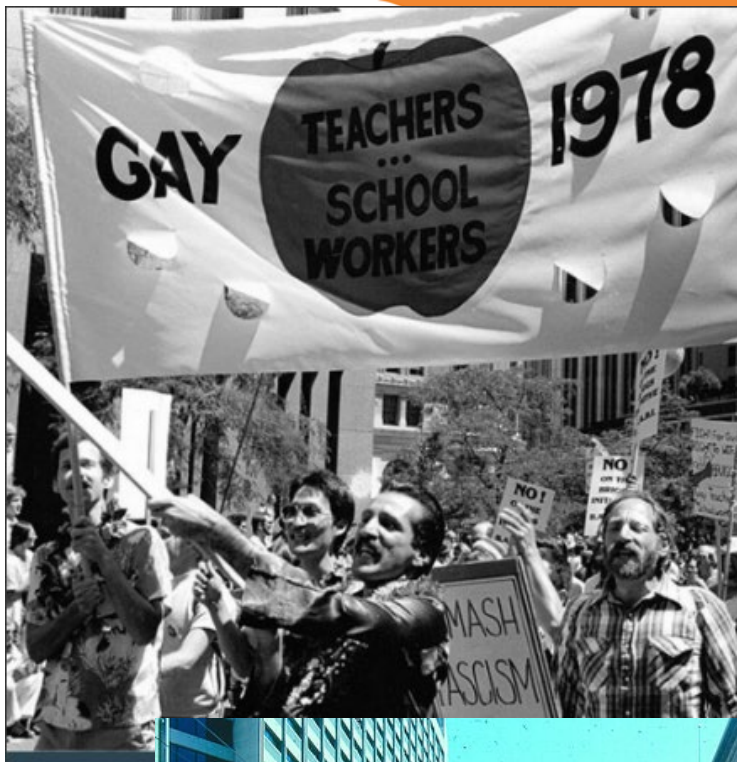
- Put pressure on your Target
(puts them out of their comfort zone)
- Build your Power
(develops leaders, brings more people in, etc.)
- Be Strategic



Historic LGBTQ+ Tactics



Historic LGBTQ+ Tactics



Historic LGBTQ+ Tactics

ACT UP!



Historic LGBTQ+ Tactics

‘Daddy Pence, come dance’ — D.C. LGBT dance party held to protest Mike Pence

AP, January 19, 2017, 7:51



LGBT Activists Had a Dance Party Protest in Mike Pence's Neighborhood



SCENARIO WORK!

TIME: 5 Minutes

TACTICS BRAINSTORM!

+++YOU HAVE 5 MINUTES!+++

Brainstorm AS MANY tactics as you can on 1 chart.

- Be creative!
- You are NOT evaluating right now!

Everything goes on the board!

Evaluating Tactics

- Does the action relate to your issue?
- Will it increase the pressure on the decision-maker?
- Is it visible?
- Is it timed for effect?
- Is it new and different—or tried and true?
- Are enough people ready to do it?
- Will it unify people?
- How will management react?
- Does it violate the law? (If so, are we prepared for the consequences?)
- Will it be fun?

STEP 5: Compression Points and Escalation

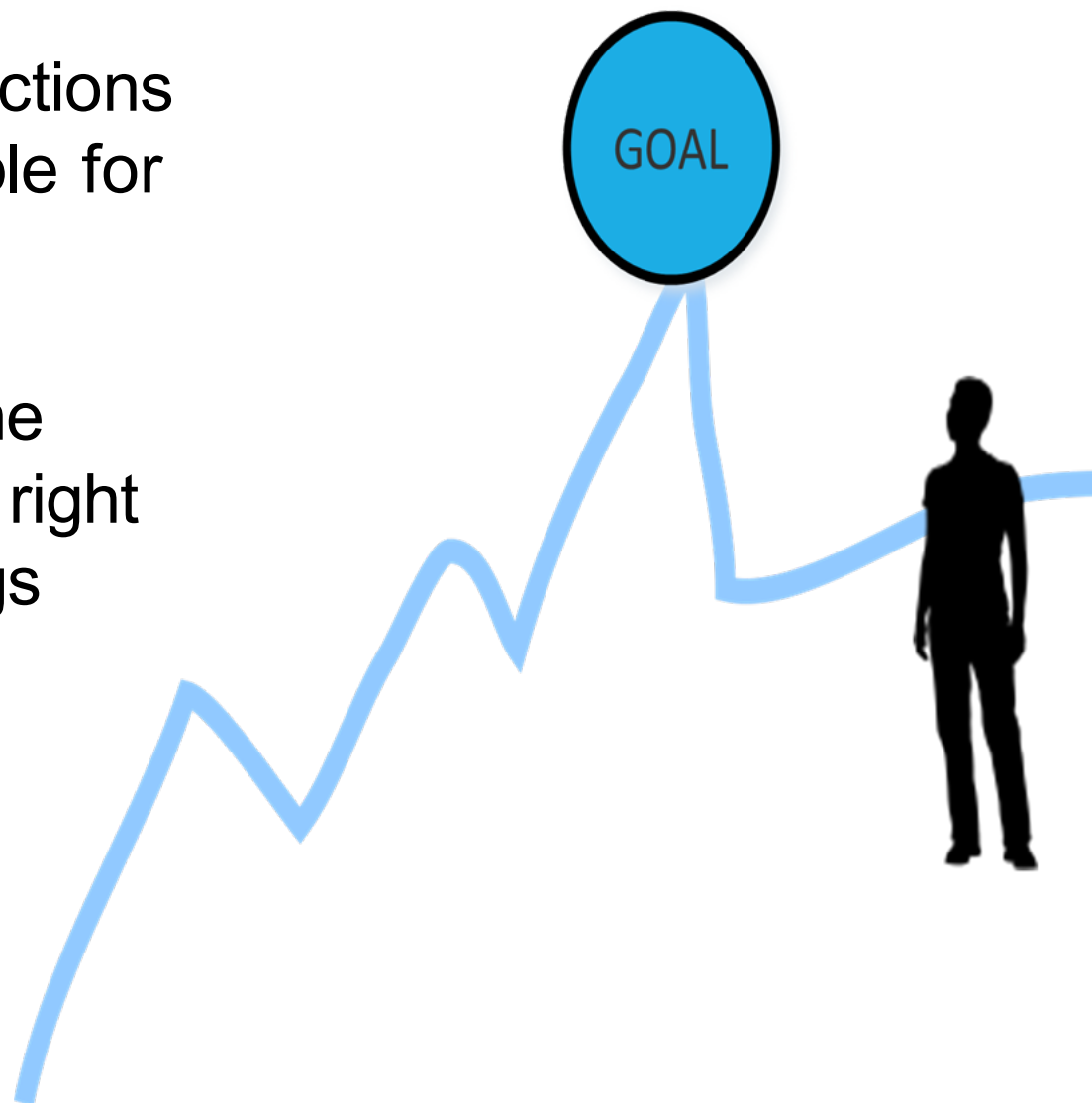
Points on the calendar where you celebrate short term wins or escalate your tactics.

- Naturally occurring deadlines - *Breaks, Board Meetings*
- Artificial deadlines - *Target has till day X to act*
- Help us build urgency and crisis

Why do you
think tactics
escalate
gradually?



- Less escalated actions prepare our people for more escalated actions
- Give the target the chance to do the right thing before things escalate
- Use the threat of escalation





Anthony

Group Work

TIME: 30 minutes

Build your campaign!

You have 30 minutes to build your campaign and be ready to present out! Make sure that you include at least...

- Issue
- Demand
- Target
- Tactics + Compression points in a campaign mountain!

Extra points if you include some messaging, graphics, hashtags, etc.



Anthony

Campaign Presentations!

Each group will have _____ to present their solution to their scenario.





Ellen

LINGERING QUESTIONS

- Anything you NEED to ask before leaving?
- What feels VERY unsettled or confusing?

