

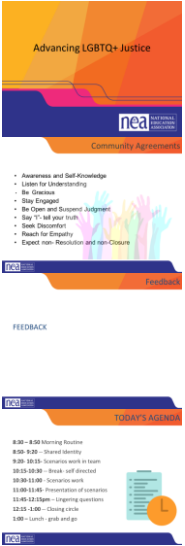
Facilitator Agenda: Advancing LGBTQ+ Justice Day # 3

General Materials Needed:		Room Set-up:
1 Set of Handouts per Person	Chart Paper	Round Tables
Name Tags or Name Tents	Markers	Projector, Screen and Speakers
Sign-in Sheet	Post its	Carousel stations and reporting stations around the perimeter
UBL Form Folder	Index Cards	50 people
Agendas on the table (1 per)	Highlighters – 3 colors	
Room signs, sign in signs	Chart Markers – non-permanent	
	Pens and Pencils	

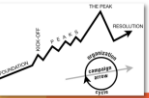
Key Outcomes for the Day

Participants will be able to build a campaign of escalating of tactics designed to target an LGBTQ+ issue within a scenario

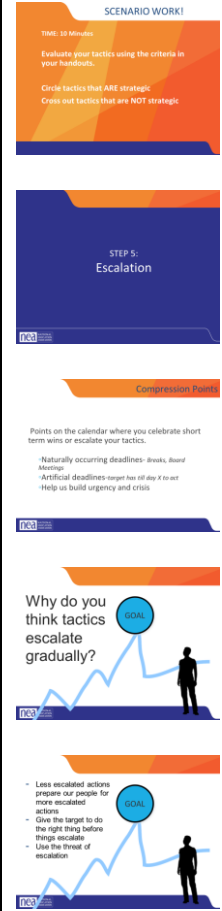
Participants will understand that collective action is the way to address systemic issues of injustice

Time	Essential Questions	Resources	Instructions, Activity and Debrief (Facilitators)	Outcomes
	What question(s) should this learning section answer?	Charts, handouts, articles, materials, slide	What are you saying, what are they doing, what questions will you use to guide learning and make clear the important points Include an estimate for how long each section of the learning will take	As a result of this section of learning, what will participants know or be able to do?
8:30-8:50 Ellen 			-START- 8:30 am Intro, revisit group agreements, feedback/ Questions/Needs/Etc. Last minute logistics (20 minutes)	Participants will understand how their learning for the day will be structured.

8:50-9:20 Colleen/Michelle  Colleen and Michelle SHARED IDENTITY Gather around an identity of your choosing Answer the following discussion questions: - Why did you select this piece of your identity?  SHARED IDENTITY More from our members!  SHARED IDENTITY 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?  BRINGING BACK TO INTERSECTIONALITY - How might the experiences of transgender individuals differ across racial identities? - How can I help my colleagues become aware of the challenges trans BIPOC educators face, and the actions we can take to advance equity? 		Video https://docs.google.com/presentation/d/1iw4K2ibF4PRp79A-CN9qeqv6b-VoNe6T/edit#slide=id.p86	Shared Identity Activity - Highest risk, content groups (30 minutes) Post the following identities around the room: - High risk (day 3) – religious, spiritual, agnostic, immigrant, LGBTQ+, non-traditional family, first in your family to... Participants will get up and gather around an identity of their choosing (2 min instructions), then they will answer the following discussion questions (8 min): - Why did you select this piece of your identity? - What are some challenges you face with this identity? Share out/debrief (5 min) - What was something you learned about someone else - What was easy/hard about this activity? How might the experiences of transgender individuals differ across racial identities? How can I help my colleagues become aware of the challenges trans BIPOC educators face, and the actions we can take to advance equity?	Participants will reflect on how the intersectional aspects of each person's identity continue to inform their relationship to privilege and oppression.
9:20-10:00 Sara  Sara			Tactics and Escalation (40 Mins) Mins- INTRODUCE Campaign Mountain - Foundation – gather info, id issues, id leadership team - Kick-off –public event that indicates what the issue, demand, and targets are - Escalating peaks of activity that should escalate in - Risk - Capacity (people, resources, engagement) - Increase leadership and ownership	Participants will create a campaign composed of escalating tactics.

CONTINUING TO BUILD OUR ORGANIZING CAMPAIGNS REVIEW • Issue: a slice of a workplace problem that is deeply/widely felt, winnable, and will build our power. • Demand: the outcome that addresses the issue that you are making directed at a target. • Target: is the person with the power to give you what you are demanding. Structure of a Campaign  STEP 4: Tactics Tactics Tactic: Actions you take as a part of an escalation plan that increases pressure on your target to try to win your demand. • Puts pressure on your Target (puts them out of their comfort zone) • Builds your Power (develops leaders, brings more people in, etc.) • Is Strategic Historic LGBTQ+ Tactics  Historic LGBTQ+ Tactics 			• Campaign Compression Points • THE PEAK – The most public, risky, momentum, engagement, and resources • The Win- We achieve our demand • Debrief, regroup, and continue to climb 1 Mins- INTRODUCE Tactics Next we are going to talk about Tactics. Tactic are Actions you take as a part of an escalation plan that increases pressure on your target to try to win your demand. A tactic should - Puts pressure on your Target (puts them out of their comfort zone) - Builds your Power (develops leaders, brings more people in, etc.) - Is Strategic What are some examples of tactics? <i>(Have a few people share out some tactics)</i> <i>look at some historical LGBTQ+ tactics - creative, engaging, maybe fun, and very public</i>	
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Historic LGBTQ+ Tactics "Daddy Power, come dance!" — D.C. LGBT dance party held to protest Mike Pence 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?			We are going to model a tactics brainstorm that you can use when working with members. 5 Minutes Scenario Work Brainstorm AS MANY tactics as you can on 1 chart. - Be creative! - You are NOT evaluating right now! Everything goes on the board! We are going to have 5 minutes to list as many tactics as you can. Extra points for super creative ideas. WE ARE NOT. NOT. NOT. Evaluating tactic at this time. If someone says something (example- We are going to wear the same clothes without washing them until we get what we want) you right it down and move on. All ideas get on the board. Again, this is a brainstorm. NO EVALUATING. YOU HAVE EXACTLY 5 MINUTES. After 5 minutes put your pens down. Open your phone and actively start a timer. “ON YOUR MARKS. GET SET. GO” Excellent! We now have a whole list of tactics. Next. We are going to assess our tactics. For this, I encourage you to use a list of questions like this- 3 minutes- How to evaluate a tactic - Does the action relate to your issue? - Will it increase the pressure on the decision-maker? <i>NOTE! This means that we have to engage in actions that make our target uncomfortable. SOOOOO the same old tactics WON'T WORK! They are used to them!</i> - Is it visible? - Is it timed for effect? - Is it new and different—or tried and true? <i>Note! SEE above. If a tactic is the same as always, your target has likely become comfortable with it AND it won't develop new skills in your members and therefore build your power.</i> - Are enough people ready to do it? - Will it unify people? - How will management react?	
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 SCENARIO WORK! TIME: 10 Minutes Evaluate your tactics using the criteria in your handouts. Circle tactics that ARE strategic Cross out tactics that are NOT strategic STEP 9: Escalation Compression Points Points on the calendar where you celebrate short term wins or escalate your tactics. Naturally occurring deadlines: Awards, Board Meetings Artificial deadlines: target has all day X to act Help us build urgency and crisis Why do you think tactics escalate gradually? BOOM Less escalated actions prepare our people for more escalated actions Give the target to do the right thing before things escalate Use the threat of escalation BOOM			- Does it violate the law? (If so, are we prepared for the consequences?) <i>NOTE! This doesn't mean that it is off limits. Historically, breaking laws has been a big part of social justice movements. ESPECIALLY THE LABOR MOVEMENT! However, we have to consider if an unlawful tactic is the right tactic and whether you have the power to mitigate/absorb the consequences.</i> - Will it be fun? <i>Folks want to engage in things that fill them up! Who had a tactic that they would be excited to participate in?</i> 10 minutes- Evaluating your tactics You have 10 minutes. Look at your list of tactics. - Circle the ones that you think are strategic, when looking at these questions. - Cross out the ones that are NOT strategic. 2 Minutes – Compression Point Definition Points on the calendar where you celebrate short term wins or escalate your tactics based on how you have assessed your readiness to escalate. - Naturally occurring deadlines - Artificial deadlines - Help us build urgency and crisis 2 Minutes – Turn and Talk We keep saying that tactics should escalate gradually why do you think that is? 2 Minutes – Debrief Each escalation is more public, more visible, and has more risk. WE transform members to activists, activists to leaders by asking them to take bigger risks Some points to make if they are not said by the group - Less escalated actions prepare our people for more escalated actions - Give the target to do the right thing before things escalate the threat of escalation	
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10:00-11:00 Grat  Grat Group Work Time: 1 hour 30 minutes Build your campaign! You have 1 hour and 30 minutes to build your campaign that is ready to present and share with the group. Make sure that you include at least... • Issue • Demand • Target • Tactics + Compression points in a campaign Remember: Consider the following: meeting, practice, follow-up, etc.			Team Time (60 Minutes) • Work on scenario- in teams • Scenario description in day two- can be placed here for reference or here in enough time is not available in day two	Participants will create a campaign composed of escalating tactics.
10:15-10:30	BREAK- self directed			
11:00-11:45 Barb  Barb Campaign Presentation Each group will have _____ to present their solution to their scenario. 			Present Scenario work	Participants will create a campaign composed of escalating tactics.
11:45- 12:15 Jeny/Linda  Jenny and Linda			A possibility – Have the same campaign groups look at their scenario and try to apply a legal approach. What would that look like? What are the limits of doing that? What are the benefits of doing that? How many and who are engaged in this approach? HOLD: If anything comes up, etc. If not.... Lingering questions/Bringing this work back home- Some sort of gallery walk/Affinity wall, etc.	

LINGERING QUESTIONS • Anything you NEED to ask before leaving? • What feels VERY unsettled or confusing? 				
12:15	Circle		Closing activity- circle	
1:00	Bagged LUNCH			
	ADJOURN			