

Advancing LGBTQ+ Justice



Feedback

FEEDBACK



COMMUNITY AGREEMENTS

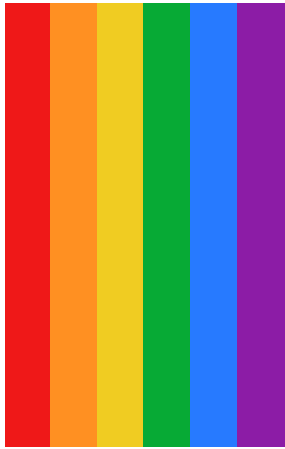
- Awareness and Self-Knowledge
- Listen for Understanding
- Be Gracious
- Stay Engaged
- Be Open and Suspend Judgment
- Say "I"- tell your truth
- Seek Discomfort
- Reach for Empathy
- Expect non- Resolution and non-Closure



TODAY'S AGENDA

- 8:30 – 8:50 Morning Routine
- 8:50- 9:20 -- Shared Identity
- 9:20- 10:15- Scenarios work in team
- 10:15-10:30 -- Break- self directed
- 10:30-11:00 - Scenarios work
- 11:00-11:45- Presentation of scenarios
- 11:45-12:15pm – Lingering questions
- 12:15 -1:00 -- Closing circle
- 1:00 – Lunch - grab and go





Ben

SHARED IDENTITY

Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your identity?



More
from our
members!

SHARED IDENTITY

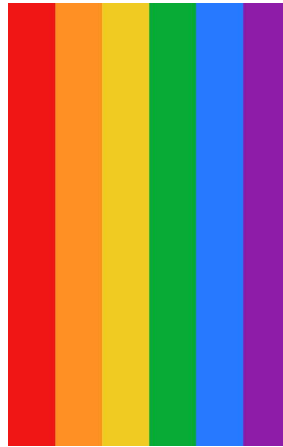
Debrief-

- 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?



CIRCLING 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?



Ellen

Pg. 108 Key Parts of an Organizing Campaign

REVIEW

- Issue
- Demand
- Target
- Tactics
- Escalation

STEP 1:
Issue

PROBLEM vs. ISSUE

- **Campaigns** start with issues that workers have value-based solidarity around.
- 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.
- Investigating the issue is necessary but not sufficient – we also need to identify workers' **SHARED** values – **WHY** is this an issue? **WHY** do you want to fix this?

PROBLEM

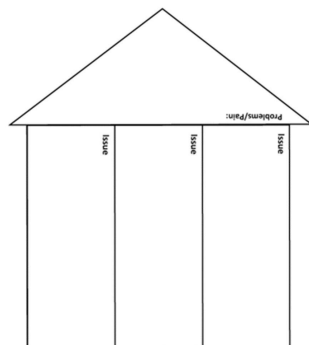
vs.

ISSUE



Values that build a relatable “why”
Deserve safe and reliable transportation
Access to quality parts

Issues are the
small(er) actionable
pieces that
contribute to the
larger problem
(Pg. 111)



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

Values – Equity, Safety, Personal Choice, Student Choice

- **Issue** – Our healthcare and leave benefits do not cover non-“traditional” family structures or are not fully accessible to people with same-gender partners.

Values – Equitable Access, Fair Pay, Family

- **Issue** – Our administration forces us to “out” trans and queer students to their families.

Values- Professional Judgement, Safety, Student Choice

SCENARIO WORK!

TIME: 10 Minutes

In your group, spend 10 minutes identifying the potential "Issues" in your scenario.



Assessing our Issues pg 110

What makes a good issue:

- It is widely felt and/or deeply felt.
 - The pain can be felt by just one, but the injustice of that pain is shared by many.
 - The pain AND the injustice of that pain is felt by many.
- It is winnable.
- It builds the union and builds leaders.
- It has a values-based connection to our workers, students, and the public.

Assessing our Issues Pg 112

Sample chart that can be used to assess our issues

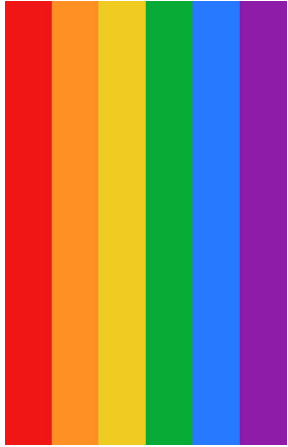
Will the issue...	Issue #1	Issue #2	Issue #3
1. Result in a real improvement in people's lives?			
2. Give people a sense of their own power?			
3. Alter the relations of power?			
4. Be worthwhile?			
5. Be winnable?			
6. Be widely felt?			
7. Be deeply felt?			
8. Be easy to understand?			
9. Have 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!

TIME: 15 Minutes

In your group, spend 15 minutes evaluating your issue using the chart in the handouts.

Be sure to identify which of the issues you listed that would have the most opportunities to connect shared values?



Sara

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

Targets:

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!

TIME: 20 Minutes

In your group, spend 20 minutes deciding the following:

- Issue

Revisit to make sure its the one you want!

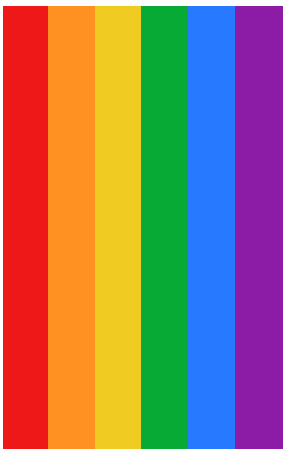
- Demand

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!)



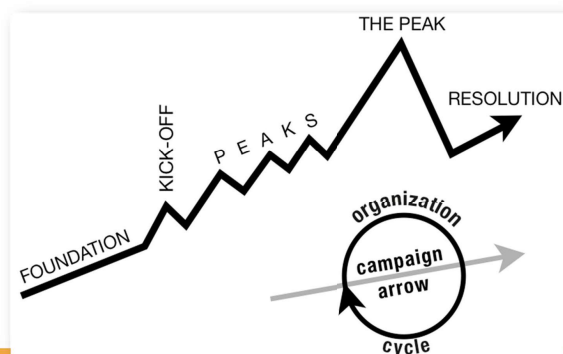
Sara

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 to 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



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, 7:53 a.m.



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?

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 5: Compression Points and Escalation

Compression Points

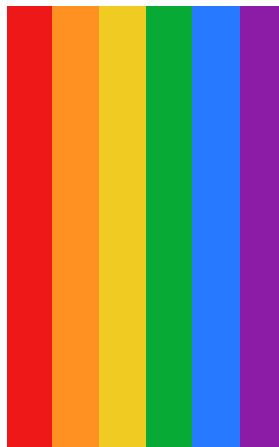
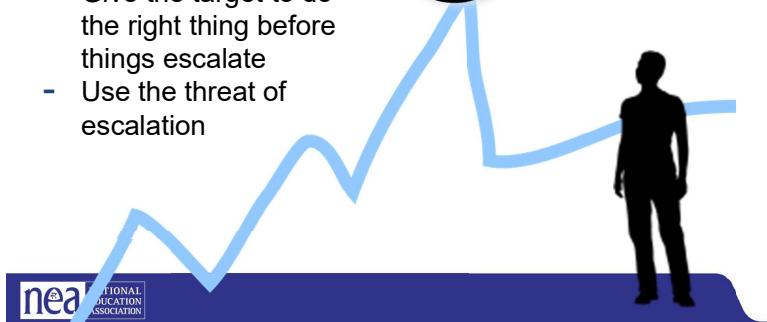
Points on the calendar where you celebrate short term wins or escalate your tactics.

- 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 to do the right thing before things escalate
- Use the threat of escalation



Grat

Group Work

TIME: 1 hour 20 minutes

Build your campaign!

You have 1 hour and 20 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.



Barb

Campaign Presentations!

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



**Jenny and
Linda**

LINGERING QUESTIONS

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

