

Session 3: Speeding up change through organizing



Share your theme song. Why did you choose it? What about it represents you?

ALL THAT YOU TOUCH

YOU CHANGE

ALL THAT YOU CHANGE

CHANGES YOU.

THE ONLY LASTING TRUTH

IS CHANGE

GOD IS CHANGE.

- Octavia Butler's
Parable of the Sower:
earthseed tenant

What is your relationship to change? What are the ways that you can relate to change in a constructive way?

SURVIVORS KNOW DEFINES ORGANIZING AS BRINGING PEOPLE TOGETHER TO DECIDE TO EFFECT POSITIVE CHANGE ON A SOCIETAL LEVEL.

Mobilizers

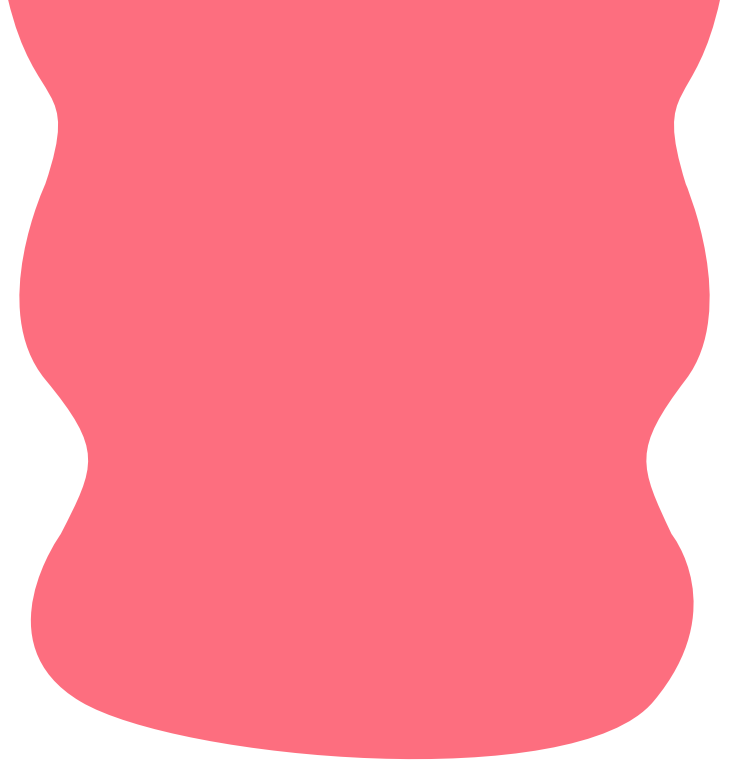
Focus on moving people to action.

Organizers

Bring people together, they organize folx to address whatever emerges as most important to them. Organizers listen, take the time to build trust and respect.

How does this distinction inform how you hope to meaningfully engage survivors?

Describe, portray or create an image (how ever you like) of what it means to center your experience as a survivor.



Excerpt from Emergent Strategy, Principles of Emergent Strategy, Adrienne Marie Brown:

- Small is good, small is all (The large is a reflection of the small)
- Change is constant (Be like water)
- There is always enough time for the right work. There is a conversation in the room that only these people at this moment can have. Find it.
- Never a failure, always a lesson
- Trust the People (If you trust the people, they become trustworthy)
- Move at the speed of trust
- Focus on critical connections more than critical mass—build the resilience by building the relationships
- Less prep, more presence
- What you pay attention to grows

Reflections from this session:

Set your intentions for this coming week:

HOMEWORK



What is the issue you would like to address in your workplace?

ID short-term SMART (Specific, Measurable, Attainable, Relevant, Time-based) **goals:**

ID long-term SMART goals:

What are the concrete changes that improve my and my coworker's lives?

How will these changes impact how power functions within the institution?

In what ways are you ensuring that those most impacted are the drivers in strategy and decision-making?

SHORT-TERM GOALS

Specific:

Measurable:

Attainable:

Relevant:

Time-based:

LONG-TERM GOALS

Specific:

Measurable:

Attainable:

Relevant:

Time-based:

Notes + Reflections

Notes + Reflections