Low Bandwidth Socialist Organizing

Purpose

- Best foot forward for long-term socialist organizing and organization building
- Contextualize available training modules based on stage of organizing

Outline

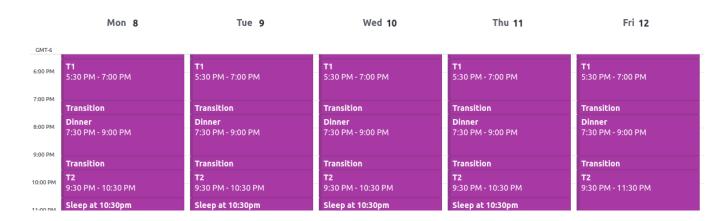
- ### Getting Started
 - Setting Boundaries and Limits
 - If Not Already, Plan on Therapy
 - From Reciprocity to Organizational Recruitment
 - Q&A and next steps
- ### Building Membership & Organization
 - Brief Ins and Outs of Functional Meetings
 - Setting Equitable Expectations
 - Sequenced Organizational Expansion
 - Building Steering & Broader Leadership Ranks

Setting Boundaries and Limits

- All of the following should be regularly revisited
- Personally
 - Chores and care
 - Contact Information & Social Media Separation
- With Family
 - Work, relationship & travel time
 - Times Not to Check Your Phone
- With Friends
 - Maintain non-organizational social spaces

Setting Boundaries and Limits

- Time management is key
 - Simple method: plan no more than 1 thing between each meal.
 - Plan and replan regularly subject to boundaries & limits



If Not Already, Plan on Therapy

- Sliding Scale Helps with Cost
- How to Find Therapist
 - Tools such as https://www.psychologytoday.com/ can help you search for a therapist
 - Another such tool is https://www.badbitcheshavebaddaystoo.com/

If Not Already, Plan on Therapy

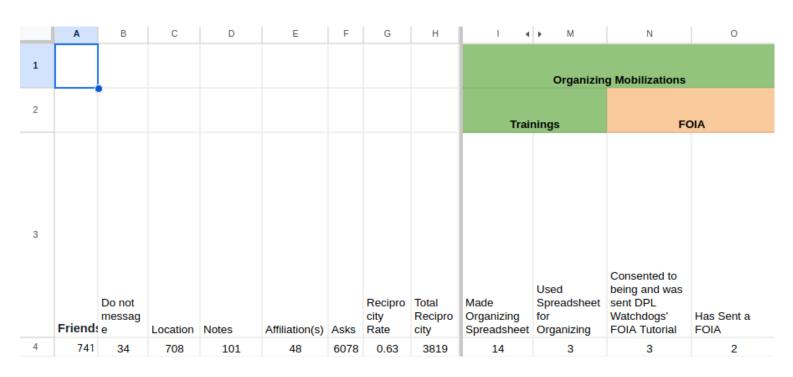
- Sliding Scale Helps with Cost
- How to Find Therapist
 - Tools such as https://www.psychologytoday.com/ can help you search for a therapist
 - Another such tool is https://www.badbitcheshavebaddaystoo.com/
- If You Need to Screen Therapist's Political Connections
 - Look for a Young Therapist New to Community
 - Double Check Using State & Federal Political Donation Trackers

From Reciprocity to Organizational Recruitment

- Personal Organizing Journal
 - Contact information database of people who you ask or intend to ask.
 - Numerically log interaction data as a reciprocity score
 - Facebook Organizing Journal Template with Instructions

From Reciprocity to Organizational Recruitment

• Personal Organizing Journal



From Reciprocity to Organizational Recruitment

- Building Reciprocity in Your Journal
 - Digital Solidarity Asks
 - "Would you be up for donating to the Urbana Starbucks Workers
 United strike fund? Last week, their management & scabs kept the
 store open and went outside to try intimidating the workers for
 exercising their rights. It's ok if not in a position to and yes they're
 using the same donation link as last strike.

https://www.gofundme.com/f/starbucks-workers-urbana-solidarity-fund"

- Physical Solidarity Asks
 - "At 10am there will be a union drive for a fellow worker. We have been asked to show up and support this effort. Are you available?"

From Reciprocity to Organizational Recruitment

- Building Reciprocity in Your Journal
 - Followup Asks
 - "Awesome, thank you so much & solidarity! If you are interested, a few of us will be meeting ahead of time at this link as a pre-staging ground at 6pm: https://meet.jit.si /NoAmerenShutoffs20220111_900e"
 - Ground the Spirit of the Asks in Socialism where Practical

From Reciprocity to Organizational Recruitment

Would you be up for donating to the Urbana Starbucks Workers United strike fund? Last week, their management & scabs kept the store open and went outside to try intimidating the workers for exercising their rights. It's ok if not in a position to and yes they're using the same donation link as last strike.

https://www.gofundme.com/f/starbucks-workers-urbana-solidarity-fund

0.5
0
0
1
1
0
0
0.5
0

Log Reciprocity Data!

From Reciprocity to Organizational Recruitment

- Recruitment Conversations, Not Coercion
 - Firstly, Enthusiastic Yes or Not Right Now
 - Clarify Involvement Need Not Be Public
 - Ground Aspired Socialist Organization in Theory of Change
 - How does your socialist organization intend to acquire power?
 - How does your socialist organization project power?
 - What are expectations of members in your socialist organization?
 - Start with high reciprocity or high reciprocity-rate people

From Reciprocity to Organizational Recruitment

- Setting Initial General Body Meeting Format
 - Tools like Doodle, When2Meet, or LettuceMeet are useful
- Determine Format of General Body Meetings
 - Online or hybrid
- At Meeting
 - Determine Meeting Frequency
 - Determine whether to affiliate with an existing socialist organization or to form a new one
 - Determine Organization Communication Platform

Getting Started: Q&A

Further Trainings

- Time Management
- Organizing Journal
- Other requests

- Brief Ins and Outs of Functional Meetings
- Setting Equitable Expectations
- Sequenced Organizational Expansion
- Building Steering & Broader Leadership Ranks

Brief Ins and Outs of Functional Meetings

- General Body Meetings
 - Allow Member Agenda Additions on the Floor
 - Balance Bureaucratic & Mobilization/Organizing Agenda Items
 - Include Brief Political Education
- Committees and Working Groups
 - Small Meetings Work
 - Meeting Consistency & Equity
 - Deliberative & Working Meeting Rotation

Setting Equitable Expectations

- Holiday & Breaks Calendar/Policy
- Member Onboarding
 - Organization & Structure
 - Sustainable Organizing
 - Boundaries and limits including mainly working during meetings
 - Regular Organizational Access & Bandwidth Assessment
 - Abuse Literacy
 - Address issues as early as possible by ensuring mass literacy
 - Local Political Landscape Overview
 - Ensure members know the basics of their community's political underbelly

Minimum Mutually Assistive Bureaucracy (Order Matters)

- 1. Mutually Assistive Bureaucracy
- 2. Coalition of the Willing Steering Committee
- 3. Mobilization Committee
- 4. Archival Committee
- 5. Solidarity Committee
 - This is a general response body to enable the chapter to engage with community issues
 - Initially will help with canvassing until a canvassing committee is formed

Pursuing Formal Organization Status

- Establish Temporary ByLaws Sub-Committee Meeting
- If/When ByLaws Adopted
 - Establish Annual Steering Roles Presentation for Membership
 - Establish & Schedule Election Process for Steering Committee

Build Out Mutually Assistive Bureaucracy Subformations (Recommended Order)

- 1. Membership Committee
- 2. Canvassing Committee
- 3. Book Club Committee
- 4. Litdrop Committee
- 5. Mutual Aid and Community Service Committee
- 6. Tech Committee
- 7. Transportation Committee
- 8. Organizational Liaisons

Working Groups and Mutually Assistive Bureaucracy

- Form based on member interest but with at least 1 low-resource explicit collective contribution in the charter
- Examples
 - Ecosocialist Working Group
 - Collective Contribution: Community Garden Board
 - Electoral Working Group
 - Collective Contribution: Candidate Questionnaire
 - Housing Working Group
 - Collective Contribution: Rent Board
 - Labor Working Group
 - Collective Contribution: Union Job Board

Working Groups and Mutually Assistive Bureaucracy

- Examples (Continued)
 - Medicare for All Working Group
 - Collective Contribution: Medical Caravan
 - Reproductive Rights Working Group
 - Collective Contribution: Reproductive Healthcare Board
 - Stop Police Violence Working Group
 - Collective Contribution: Alternative Response Board

Building Membership Ranks

- Wins Recruit
 - Targetting Criteria from former CTU President Karen Lewis
 - Open it Unite Us?
 - Will it Make Us Stronger?
 - o Can We Win?
 - Bandwidth Addendum
 - o If We Lose, Can We Still Win?

Building Steering & Broader Leadership Ranks

- Establish Leadership Expectations
 - Not for professional or personal benefit
 - Resignations are sometimes for the personal & collective benefit
- Annual Leadership Building
 - Schedule Announcements in Subformations & Regular Steering Training In Leadup to Election
- Develop Monthly Leadership Training with Membership Committee