

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

Getting Started

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

Getting Started

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

	Mon 8	Tue 9	Wed 10	Thu 11	Fri 12
GMT-6					
6:00 PM	T1 5:30 PM - 7:00 PM	T1 5:30 PM - 7:00 PM	T1 5:30 PM - 7:00 PM	T1 5:30 PM - 7:00 PM	T1 5:30 PM - 7:00 PM
7:00 PM	Transition	Transition	Transition	Transition	Transition
8:00 PM	Dinner 7:30 PM - 9:00 PM	Dinner 7:30 PM - 9:00 PM	Dinner 7:30 PM - 9:00 PM	Dinner 7:30 PM - 9:00 PM	Dinner 7:30 PM - 9:00 PM
9:00 PM	Transition	Transition	Transition	Transition	Transition
10:00 PM	T2 9:30 PM - 10:30 PM	T2 9:30 PM - 10:30 PM	T2 9:30 PM - 10:30 PM	T2 9:30 PM - 10:30 PM	T2 9:30 PM - 11:30 PM
11:00 PM	Sleep at 10:30pm	Sleep at 10:30pm	Sleep at 10:30pm	Sleep at 10:30pm	

Getting Started

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/>

Getting Started

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- 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

Getting Started

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](#)

Getting Started

From Reciprocity to Organizational Recruitment

- Personal Organizing Journal

	A	B	C	D	E	F	G	H	I	M	N	O
1									Organizing Mobilizations			
2									Trainings		FOIA	
3												
	Friend	Do not messag	Location	Notes	Affiliation(s)	Asks	Recipro city Rate	Total Recipro city	Made Organizing Spreadsheet	Used Spreadsheet for Organizing	Consented to being and was sent DPL Watchdogs' FOIA Tutorial	Has Sent a FOIA
4	741	34	708	101	48	6078	0.63	3819	14	3	3	2

Getting Started

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?"

Getting Started

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

Getting Started

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
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- Log Reciprocity Data!

Getting Started

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

Getting Started

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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

Building Membership & Organization

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 & Organization

Building Membership Ranks

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

Building Membership & Organization

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