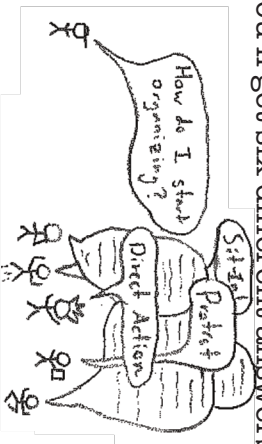


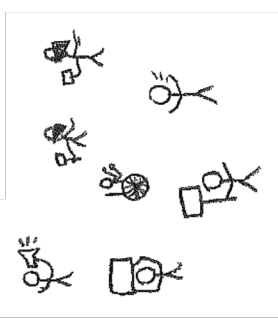


If that's overwhelming, don't worry! There's lots of arm-chair organizers who'd love to tell you all about why you're overwhelmed.



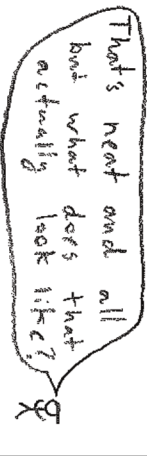
If you ask five different organizers how to start organizing you'll get six different answers.

# How to Organize Hampshire

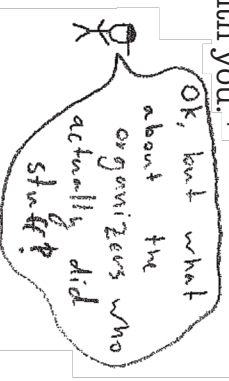


## #1 DIY

AKA: how to get started  
by Violet Henriques



Every successful organizer looked at the world saw a problem, saw that no one was doing anything about it and then said "fuck it, I'll do it myself." \*\*



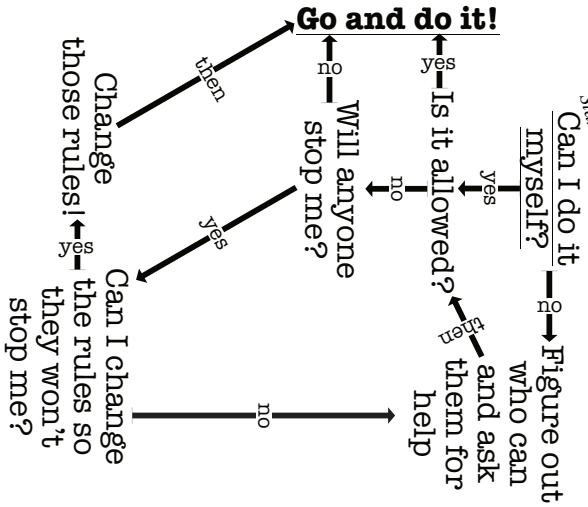
The reality is **no one else knows what to do**. This is why you get so many answers to the question "How do I organize?" everyone is just trying to figure out the answer to that question with you. \*

**"YOU HAVE FREE WILL!!!"**  
-A wonderful human standing on a table

\*The only organizers who are not trying to answer the question "how do I organize?" are the organizers who are actively organizing. Ironically, this means that by asking the question "how do I organize?" you ensure that you only get answers from people who don't know how to organize. In other words, to learn how to organize you just have to do it, or find someone who's doing it and start helping them.

\*\* From Joshua A.C. Newman F92

**Welcome to organizing!!!**  
Good luck ☺  
I love you ♥

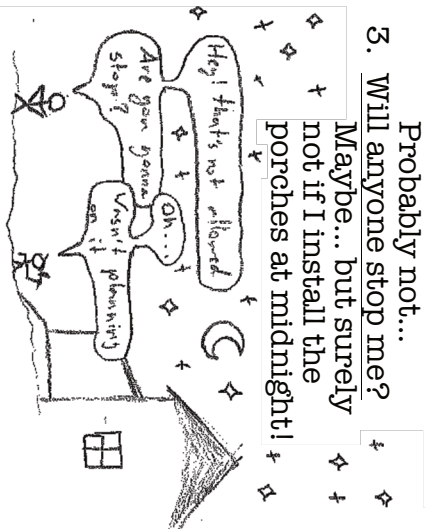


The Hooligan's Flowchart:  
What doing it yourself looks like

If you went ahead with whatever action you thought of, you likely didn't refer to the flowchart at every moment.



This is by design. The flowchart is a mnemonic for direct action, and **it will ideally become instinctual**. If it's not your instinct right now, that's ok! Instincts are collections of habits that you are capable of choosing changing and training. Just act as if the flowchart is your instinct as much as you can and eventually it will become your instinct. This is the essence of fake it 'til you make it.

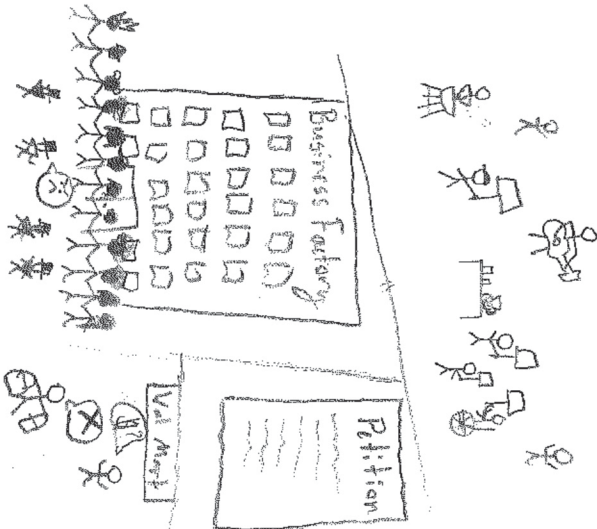


1. Can I do it myself?  
Yes! But I will need to get tools from someone else. I am no carpenter : (
2. Is it allowed?  
Probably not...
3. Will anyone stop me?  
Maybe... but surely not if I install the porches at midnight!

Before you read any further take a moment to **think about something you want to see at Hampshire**. Then think about how you would do it. Your idea might've been big, like sitting in a tree until a bulldozer sees away, or small, like setting a hammock. Regardless, now is the time to act!!!

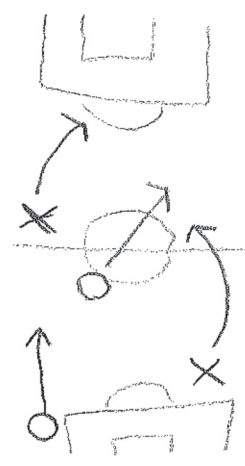


You could get some friends involved. Just **go do something!** It's good for ya. (



When taking action you have a set of tools laid out before you. These are things like: protest, non-compliance, or blockades. These tools are called **Tactics**.

# How to Organize Hampshire



## #2 Tactics

AKA: what to do  
by Violet Henriques

Your environment is the biggest part of what determines what tactics work. What follows are a series of tactics that (I believe) will be effective at Hampshire (though this is far from an exhaustive list).

Colleges are unique and bizarre places, and Hampshire is a unique and bizarre college. As a result, the tactics that work here do not work everywhere and the tactics that work in other contexts don't necessarily work here.

Tactics are used in specific situations and all have different intended effects. Therefore, it is your job to choose tactics that match your situation.

\* Slow System Change is more of a strategy than a tactic...

If you really want to try to go through admin to get things done you ought to learn how to negotiate!

I'll make a separate zine series or write a libreño about negotiating soon. ♥

In the meantime you may want to ask someone from Ethan's negotiation class for help negotiating.

There is a book by Gene Sharp called *The Methods of Nonviolent Action*. If you want more tactics, he's got 198 of them but their more applicable to countries than colleges.

**2. Class Strike**  
If you don't like your classes, just don't go. You pay to be here. You could also use this to kill CEL. If every student refused to fill out CEL, it just might die.

**1. Refusal to Pay**  
This is a crazy tactic to put here considering that Hampshire almost closed in 2019, but it's very simple and powerful. Hampshire is a tuition dependent institution that runs a \$2m dollar deficit every year (a large part of the president's job is simply fundraising). Therefore if even 5% of students refuse to pay it's a big threat to Hampshire, which means the school might cave to demands. It also might decide to close for real so be cautious with this one...

**3. All Class Strike**  
This is different because every student stops going to every class. I'm really excited to pull this stunt in combination with tactic 5 because it could destroy the foundations of school if we pull it off successfully!

**4. Teach-In**  
This one is complicated because it could kind of be anything. If you want to raise awareness of a social issue do a teach in, if you want to get together with other students do a teach-in, if you just want to learn about something collaboratively do a teach-in. People here complain about bad classes, if that's you join me in putting our money where our mouth is by **teaching each other**.

### Slow Systemic Change \*

If you want to change things within the system here is a guide:

- i. **Make a clear goal**, what do you want to change and what do you want to see instead?
- ii. **Figure out who is responsible for how things are**, are they even still here? Are they even a real person or is the current system entirely accidental?
- iii. **Do they want things to change?** If yes, offer to do their job for them so that you will be the one to choose how things change, if no find someone who can overrule them.
- iv. **What if no one can overrule them?** You are fucked mi amor. Truly fucked. At this point you might want to consider...
- 6. Collective Action**  
Don't be alone. Make friends!

### 5. Total Class Replacement

Dude this one is batshit insane but **hear me out**. We could just get rid of classes and teach workshops instead by using biased because I love teaching, but I do truly believe that we all have things to teach to and learn from each other and that we don't need faculty or school to force to learn. We will become more capable and authentic people with help from each other because of a school!

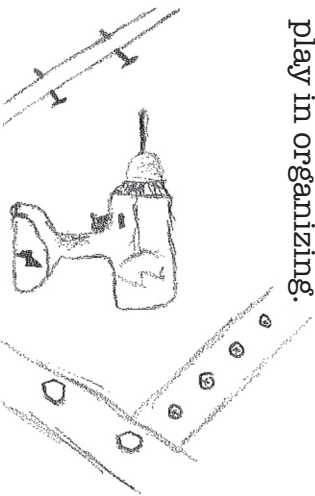
School is a tool that we can use and should outgrow. After all, if we graduate before outgrowing it we will surely fall flat on our faces in the 'real world'. But if we **outgrow school while we still have it** we can fall back on school when we fail!



AKA: how to be effective

We've talked about **tactics**, specific actions that an organizer can take. However, we have yet to contextualize those tactics within a framework that articulates the role they play in organizing.

Using tactics without understanding this framework is like using a Phillips screwdriver on everything you encounter, sometimes it's effective, but usually it's just frustrating.



Someday you will make a plan that is not associated with an existing strategy. This is a way to make new strategies!

**\*\*Plans are specific strategies and strategies are generalized plans. Therefore you can generalize a plan to make a new strategy, just like you can specify a strategy to make a new plan.**

\*‘I will take less than 9 classes’ has a fail state: taking 9 or more classes. ‘I will drop classes until I like my schedule’ also has a fail state however it is **much looser** because what a person likes changes rapidly. Know how sturdy your fail states are, loose fail states are fails one hour and succeeds the next, sturdy fail states will make your life easier.

```

graph TD
    Goal -- Determines --> Plan
    Plan -- Creates --> Strategy
    Strategy -- Uses --> Tactics
  
```

**Goal**  
- A goal is what you want to do.

## Strategy

- A strategy is the path you are using to achieve your goal. Strategies are general and can be used to achieve many different goals.

## Plans

- A plan is a strategy that is made for a specific situation. As such, it can only be used in that situation.

## Tactics

- Tactics are the pieces of a plan.

If a tactic is a drillbit, a plan is the drill, a strategy is the blueprint for the drill, and a goal is why you are even building a drill.

Every aspect of the framework; goals, strategies, plans, and tactics is changeable. **Use this!**

**This is when you change strategies!** If your strategy consistently makes plans that do not achieve your goal you are doing something wrong and need to step back and reevaluate.

In Zine #1 I said that hoologan-try is a mnemonic that is meant to be instinctual. This is true of all strategies! The more you use a strategy the more you grow accustomed to its tactics and **its analysis** (we'll talk more about what this means in the next zine). But sometimes the plans that a specific strategy invokes won't help you achieve your goal...

**This is when you change strategy**

Organizers use goals in 3 ways: As **targets** as **unifying principles**, and as **calls to urgency**.

Understanding each of these facets of goals is crucial to good organizing, but for now we are going to focus on **targets**.

Good targets **have a fail state**,\* a point at which your goal fails. If your goal fails you pick (or make) a new one. Targets are built around failure and they use it as a cue to change. So you'd best get comfortable failing and failing a lot. Constant failure is the one thing all organizers have in common so you're in good company.

3. Teach my classes!

2. If that fails, talk to faculty to let them know I'll be making a big independent study (this is

1. Talk to admin to add my cl-

Plans are specific, actionable and can be converted into a se-

ent study.”

Strategies invoke plans. For example, if I am creating a system for student-taught classes and I am using Hoogle as my strategy I would create the plan: “I can teach classes on my own, but I need to make a deal with admin if I want them to appear on the hub or I need to make a deal with faculty to make a class sized independent.

## Strategies & Plans:

Strategies and Plans are deeply linked but they are distinct! **Strategies** can be applied anywhere but **Plans** are only applicable to one context. \*

So what are some examples of strategies?

The Hooligan's Flowchart of course! (From Zine #1). The flowchart is a strategy because it tells you **a. how to view the world** (in terms of things you can do and what might get in your way), **b. what to do** (whatever you want), and **c. when to do it** (whenever you can). The Guide to Slow System Change (Zine #2) is also a strategy.