Advancing LGBTQ+ Justice

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nea NATIONAL EDUCATION ASSOCIATION

Morning Entry

This morning, continue thinking about our earlier conversation about intersectionality.

Check out the Human Rights Campaigns report “Black and African American LGBTQ+ Youth Report 2024” for more information about the challenges experienced by youth navigating multiple identities.

www.hrc.org/resources/lgbtq-youth-report#blackyouthreport

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Ellen

NEA Standards of Conduct

NEA has adopted a Standard of Conduct Policy to ensure that all of our gatherings are welcoming to and free from discriminatory, harassing, or otherwise unacceptable behavior. Discrimination or harassment based on race, color, ethnicity, religion, sex, age, national origin, sexual orientation, disability, gender identity, or expression, or any other characteristic protected by law will not be tolerated. If you experience any discriminatory or harassing behavior, please report the incident to NEA EC Members: Gladys Marquez (gmarquez@nea.org) and Ronald "Duff" Martin (rmartin@nea.org). Thank you for your commitment to ensuring a positive event for all.

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2% Response Rate with a range of 4.5 to 5.0

Low for second half of day and high for the morning and transition plans.

Your Words -

I am grateful that material is presented and we are then allowed to digest with discussion or an activity. If I could add another layer that would also be helpful, it would be interpretive dance. I know that myself and my comrades would find it not only enlightening but delightful if the content could be also delivered with interpretive dance. Thank you for your consideration!

I genuinely found the work we did today to be incredibly informative and it was filled with things that can be taken back and directly applied in my local.

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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

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TODAY'S AGENDA

8:30 – 8:40 Morning Routine

8:40- 10:40 -- Content

10:40-11:00 - Break

11:00-11:40pm – Group Work Time

11:40 -12:40 -- Presentation

12:40-1:00 – Goodbyes

1:00 -- Lunch - grab and go

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Sara

STEP 2:
Demand

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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

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Target:

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 "

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SCENARIO WORK!

In your group, decide the following:

Issue

Revisit to make sure it's 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!)

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Writing Your Own RCGN Messaging

Now that you have identified the issue impacting LGBTQ+ educators and students, create your vision statement.

- **Values:** Lead with shared values that name race & class & gender
- **Villian:** Name racial and gender identity scapegoating as a weapon that harms us all.
- **Vision:** Emphasize unity and collective action to solve the problems

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STEP 4:
Tactics

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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.

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A Tactic Should

- Put pressure on your Target

  (puts them out of their comfort zone)
- Build your Power

  (develops leaders, brings more people in, etc.)
- Be Strategic

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Historic LGBTQ+ Tactics

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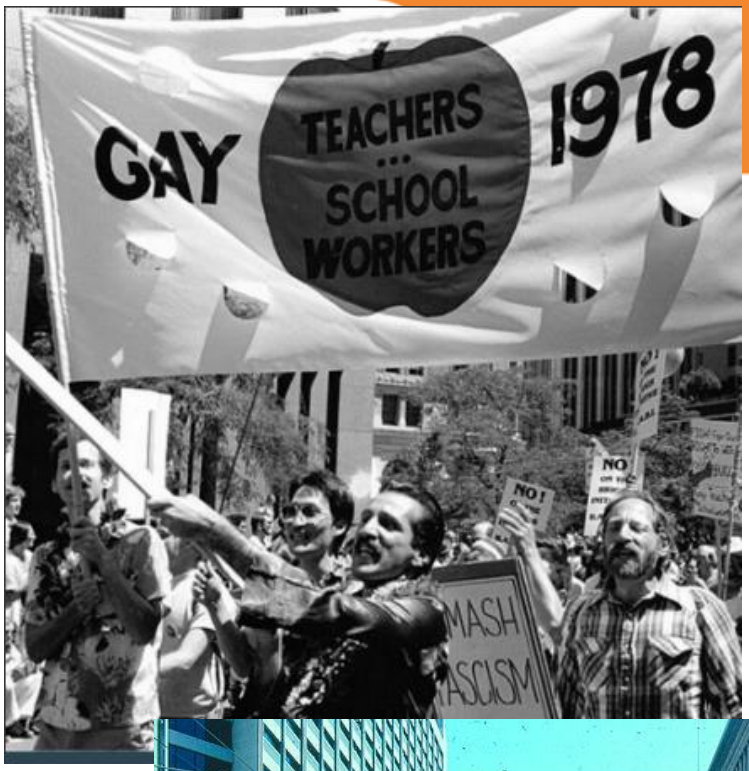
Historic LGBTQ+ Tactics



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ACT UP!

LATINO/A
AIDS
ACTIVISTS
ACTIVISTAS
LATINOS
CONTRA
EL SIDA
TRATAMIENTOS
EXPERIMENTALES
EN SAN JUAN

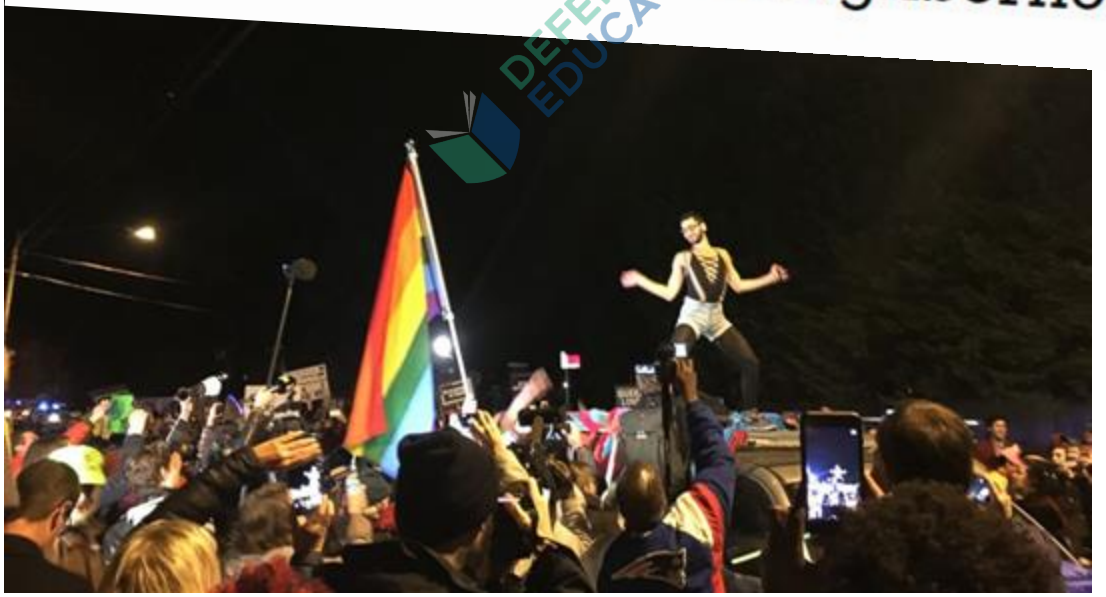
SILENCE=DEATH

Historic LGBTQ+ Tactics

'Daddy Pence, come dance' — D.C. LGBT dance party held to protest Mike Pence

AP, January 19, 2017, 7:51

LGBT Activists Had a Dance Party Protest in Mike Pence's Neighborhood



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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!

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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?

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STEP 5:

Compression Points and Escalation

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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

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Why do you think tactics escalate gradually?

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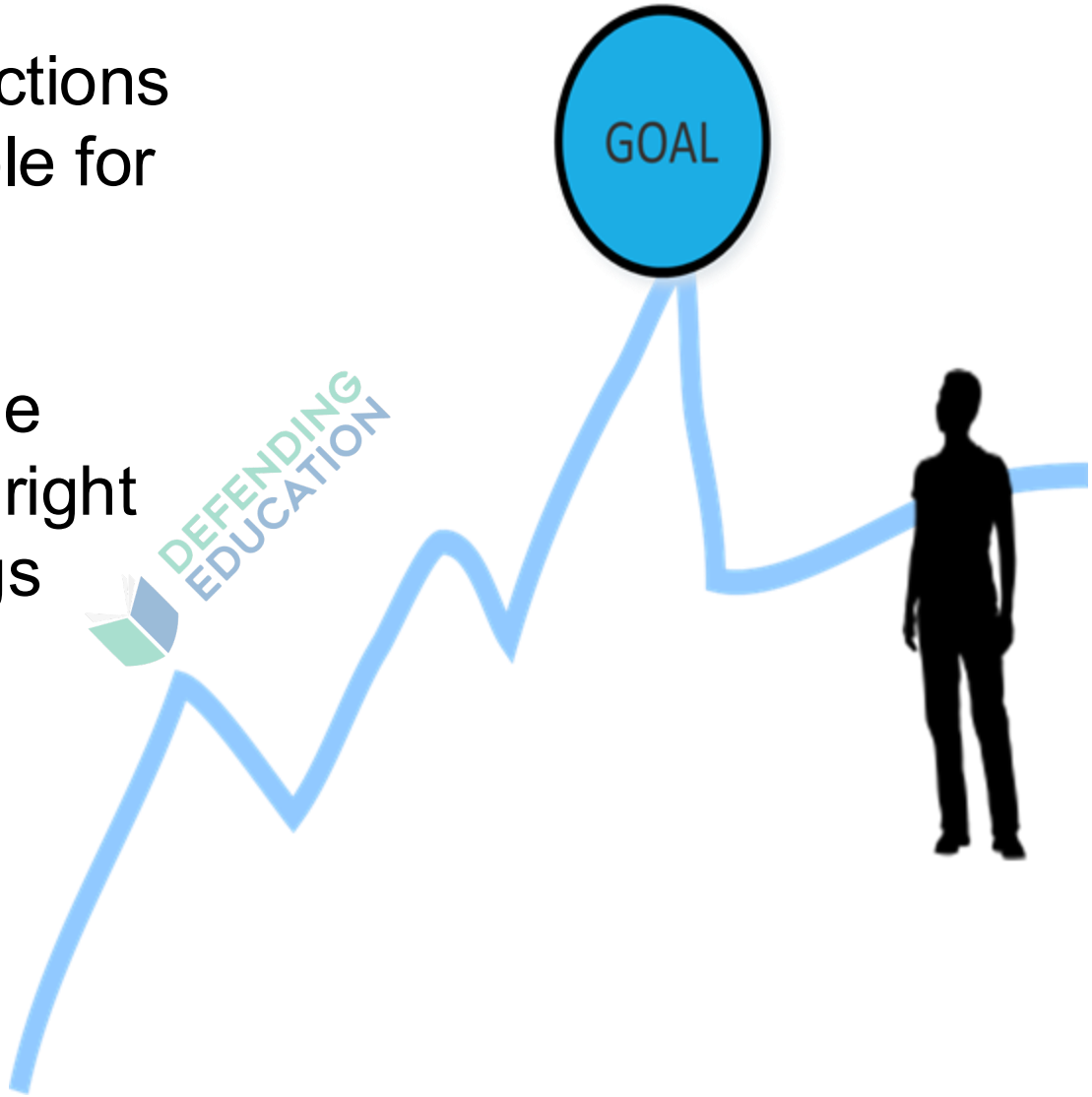
- Less escalated actions prepare our people for more escalated actions
- Give the target the chance to do the right thing before things escalate
- Use the threat of escalation



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Zac

- Definition of power
  - Application or power to each element of an organizing campaign

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POWER

This module was modified from Jobs with Justice's Organizing Training.

Who are people in our society that we see as powerful?

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What makes these people powerful?

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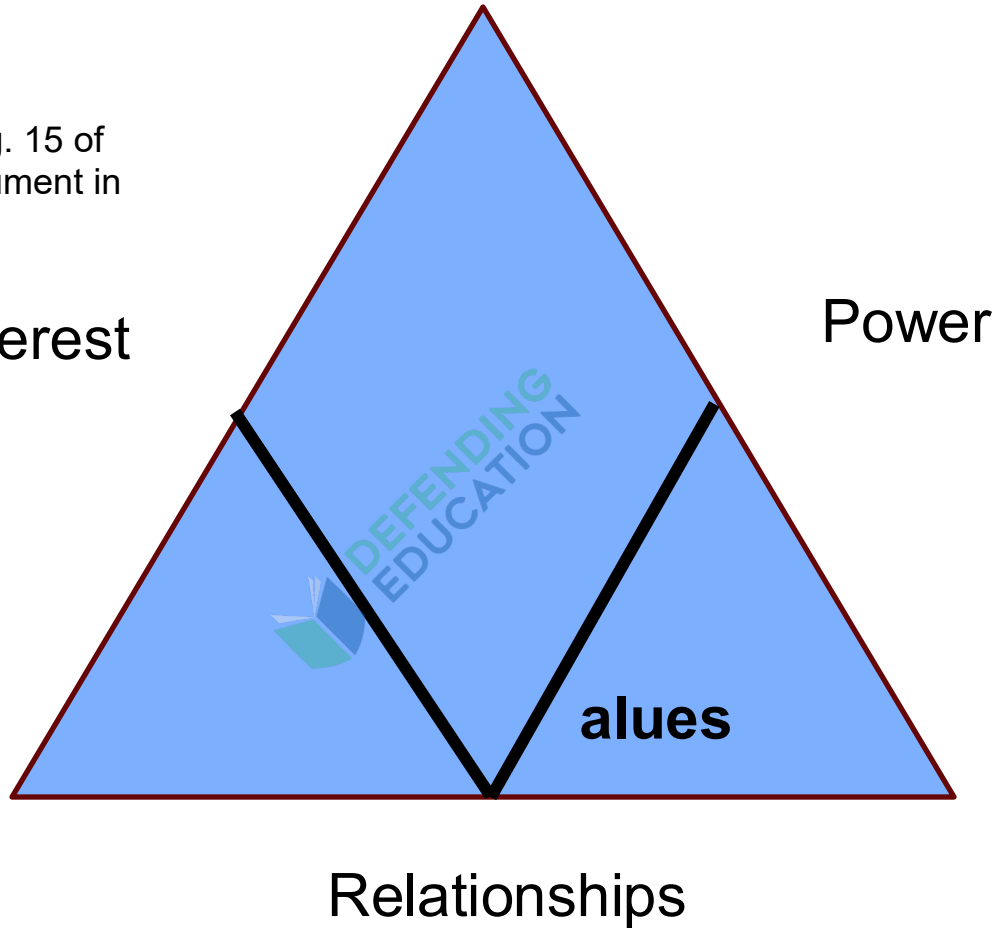
POWER

The ability to create, control, and prevent change.

ORGANIZED PEOPLE + ORGANIZED MONEY

Values Triangle

Consider questions on pg. 15 of Campaign Planning Document in Participant Handouts



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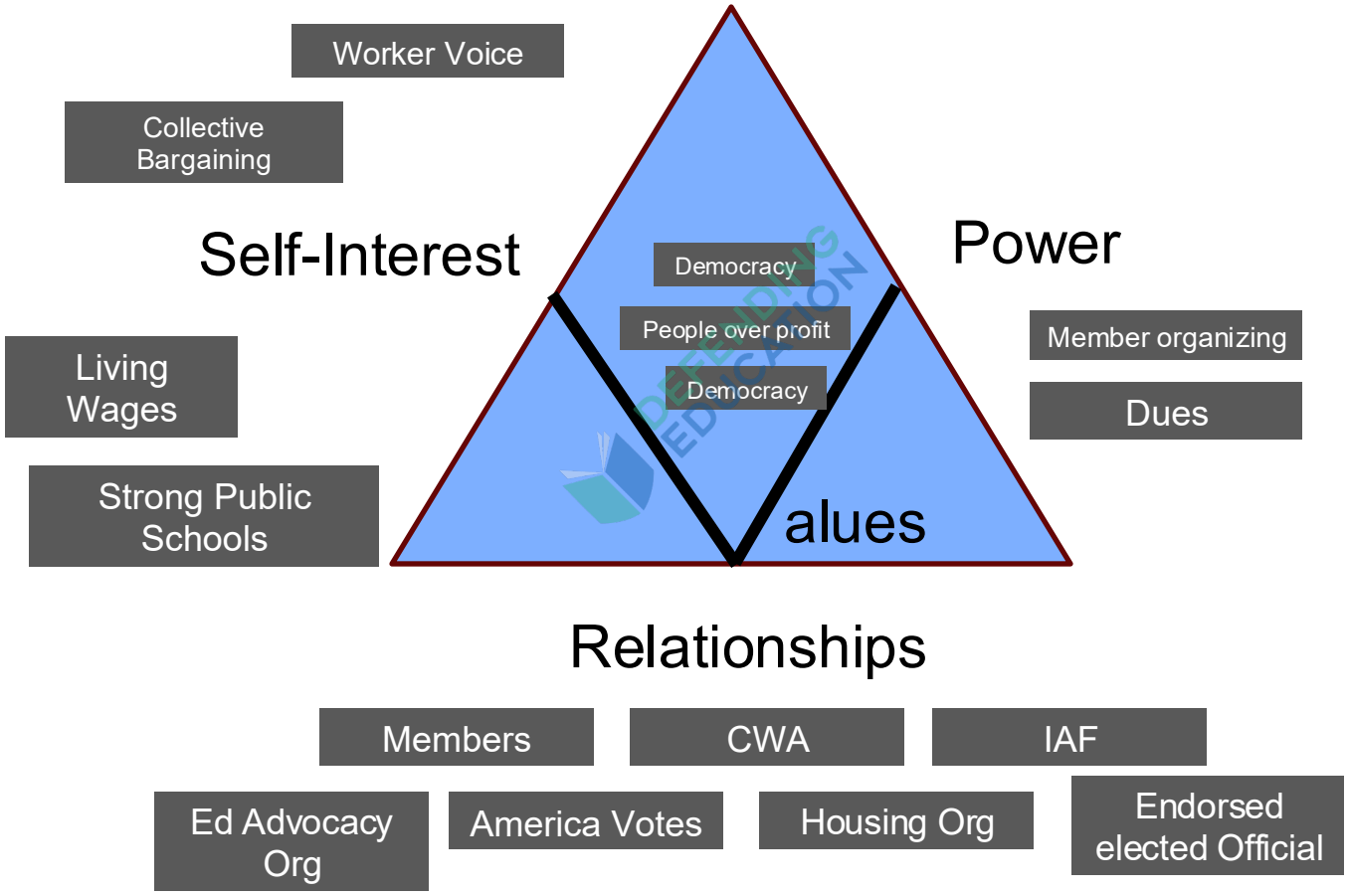
Values Triangle



Sara and Salina

WHO ARE OUR PEOPLE?

BASE:

This is "our" people

People who share our values and are included in our triangle.

In a union, our base is our membership.

.

We are responsible to, responsive to, and guided by our base.

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ALLIES:

People who share our specific demand or self-interest but possibly not our values and cannot be part of our base.

We are transparent and honest with our allies. We do not get our direction from our allies.

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Turn and Talk!

Why do you think we differentiate between Base and Allies?

How is our relationship different with our base vs with our allies?

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GENERAL RULE-

We **TASK** our **ALLIES** based on an overlap of shared interest

(Ex. Working on an event together, splitting up resource creation)

We **BUILD** our **BASE.**

(Ex. Craft our plans, Develop our leaders, build our membership, train our activists)

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"NOTHING ABOUT US, WITHOUT US...._____

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"NOTHING ABOUT US, WITHOUT US, IS FOR US."

So, then who are the stakeholders who should be in the room?

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COALITIONS:

A coalition is a temporary or long-term partnership we create with a group of our allies who unite to pursue a common goal.

Coalitions allow us to unite power to win things we don't have the power to win on our own.

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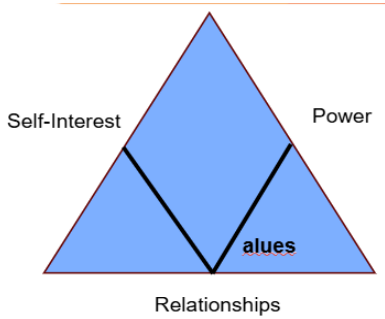
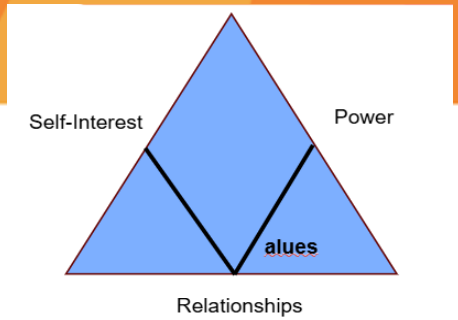
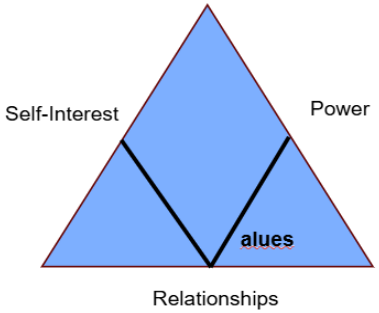
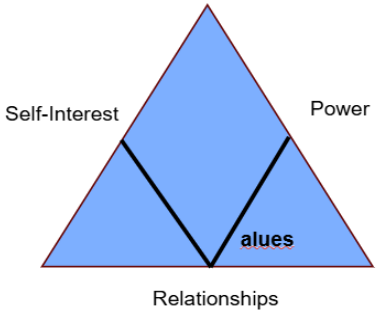


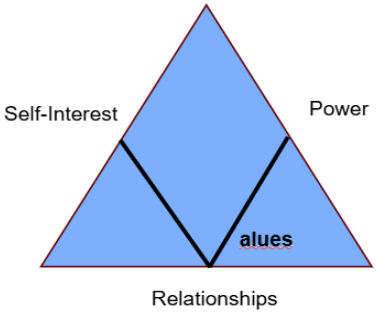


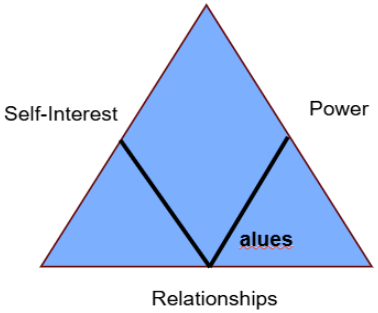


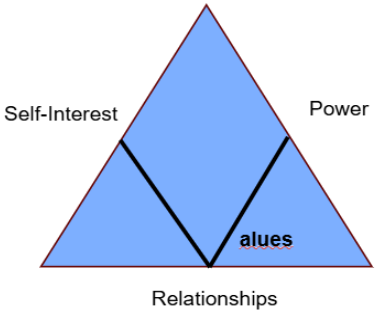
COALITIONS:

We can think of coalitions as a bunch of values triangles coming together!









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Turn and Talk!

Why would we build coalitions? What are the advantages? What are the hurtles?

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Advantages of Coalitions

- Increases resources
- Results in more creative ideas
- Allows more risk taking
- Spreads out the workload
- Raises community awareness

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Hurdles of Coalitions

- Coordination requires time and skill
- Results can be slow
- Group decision making can be cumbersome and time consuming
- Motivation and enthusiasm may be difficult to maintain

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Natasha and Rachel

Group Work

TIME: 30 minutes

Build your campaign!

You have 30 minutes to build your campaign and be ready to present out! Make sure that you include at least…

- Issue
- Demand
- Target
- Potential Coalition Partners
- Tactics + Compression points in a campaign mountain!
- Refine your race/class narrative - messaging, graphics, hashtags, etc.

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Campaign Presentations!

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

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Ellen

Feedback Form in Your Email

FINAL Feedback Form Day 3: UniServ Focused Academy Advancing LGBTQ+ Justice – Fill out form

Feedback Form Day 2: UniServ Focused Academy LGBTQ+ Justice and Transgender Advocacy

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LINGERING QUESTIONS

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

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