

People's Recipe Ingredients- Key Points for Facilitators

Base-building

What: Building and strengthening our base (both reaching new people and developing capacity with our existing base)--> Postcards, photo petitions, surveys, organizing meetings, shadowing

Key Points:

- We need to grow so we always need more people; people need to be asked to join in--> it doesn't just happen spontaneously, we have to talk to people. Our organizing tools help us to have a reason to talk to people.
- Organizing tools = conversations = building our organization
- Going out and talking to people breaks our isolation and theirs.
- Part of what we are trying to do is actually change the way we relate to each other--> the process of organizing actually changes us and changes society, which is what we need for the long haul.
- We also use our organizing tools- like postcards and petitions - to show our power and influence legislators.

Human Rights Framework

What: We use a framework that is based on human rights (which is broader than civil rights or "social justice" and is not just focused on a single policy issue, such as single payer); we have a set of principles as part of that framework that we use consistently for advocacy, policy demands, legislation, etc.; we have a policy committee and other working groups to consistently develop and use the principles and create policy tools

Key Points:

- The human rights framework unites issues and people --> this is not just a campaign for people who have this specific problem or that one, but for everyone. Since we all have human rights, we won't be easily divided in our fight for them.
- Human rights help us build an understanding of the common root causes of our persistent problems.
- A rights based approach allows us to frame our vision as based in values. People are moved by what they believe, what is important to them, by an inspiring vision, not by numbers and data.

- Human rights prioritize the needs and participation of those most impacted by injustices and powerlessness.
- Human rights support our organizing approach and our goal of building people's power.
- It allows us to build leaders for the long haul. We must fight for our human rights, and the challenges to our rights won't end with one victory.
- Human rights place people at the center of policy debates and policy making, not the experts.
- Human rights principles are simple-- which means that everyone can be a policy expert and feel comfortable talking about public policy--> important for people's team, meetings with legislators, but also for leadership development and ownership of what we are fighting for.
- Human rights provide principles and standards for developing and assessing goals.

Holding Power-Holders Accountable

What: Putting direct pressure on those who make decisions that impact our human rights at all our meetings and events including People's Forums, People's Team ,Accountability Meetings, May 1st Rallies, Call In Days, etc. and our Put People First Media

Key Points:

- We will seek to frame our conversation from the human rights perspective and principles
- It's necessary to apply constant pressure, not just at a big rally every now and then.
- Power-holders need to see that we know what they are doing.
- Reframes the role of government
- Legislators hear the same message from people all over the state.
- We're creating real democracy
- We seek to drive and change the conversation

Winning the Battle of the Story

What: stories project, letters to the editor, editorial board meetings, Put People First! Radio, social networks

Key Points:

- If we don't tell our own stories, someone else will tell them for us- or not tell them at all
- Every time we make media, we have an organizing conversation
- We can't directly organize everybody, yet we can reach thousands via our own media and change hearts and minds.
- The act of telling our own stories helps us deepen our understanding of our experiences
- Everyone has a story. Telling those stories breaks our isolation.

Grassroots Fundraising: What: We need significant and sustainable grassroots financial support to grow our movement. If we believe in what we do, we must find the way to finance it ourselves. Race for Human Rights, monthly sustainers, Dance-a-thon, passing the hat, house parties, phone- banking...

Key Points:

- We need financial resources to carry out our work and grow our capacity so that has to grow from somewhere.
- Funding from foundations or other places might have strings attached and ultimately isn't reliable. They could also feel entitled to push us to do things they want, even though we are a member-run organization.
- When our money comes from lots of real people, we are accountable to us and we own our own organization.
- When we are monthly sustainers or give money to our organization, we feel more ownership and commitment.
- Just like the other aspects of organizing, none of us has enough to do it all by ourselves, but when we pool our resources and all pitch in, it can actually add up to a lot.
- Contributing money is one of the many ways to participate in the work

Leadership Development and Political Education

What: Solidarity School, Leadership Retreat, Advanced Studies

Key Points:

- “A dumb force never went up against a smart force and won”
- There is a lot to know and understand really deeply- economics, history, theory, how things work- for us to be able to go up against really smart opposition.
- Our “struggle is a school” and the work we’re doing is rich with lessons, but we need to take the time and space and to actually harvest those lessons and put them in the context of existing knowledge
- Learning together helps us be clear and on the same page and builds relationships.
- The organization is more democratic when many lead

Solidarity and Movement Building

What: participating in national alliances like HuRAH, GGJ and JwJ, doing exchanges with organizations in other states, People’s Convention, standing in solidarity with nurses, postal workers, teachers and other union members, doing the Race for Human Rights with Migrant Justice...

Key Points:

- The forces we’re up against have well organized global networks, and so must we
- We learn valuable lessons by connecting with each other and working together