The 4th Arm

Values-Based Organizing Training

Jabari Brooks
Michael MacMiller
Rebecca Tamiru

Thursday June 9, 2022
Set up

Click **Unmute** and **Start Video** to say hello

Click **Participants** and **Chat**

Click **Raise Hand**
Rename yourself: **Find** your name at the top of the Participants list, click “More” then “Rename”. Add your pronouns & org affiliation.
Be Present

• Choose how you want to be in this space to support your learning
• Remove distractions
• Get drink/food
• Get note-taking stuff
Closed Captioning

Click arrow next to **Live Transcript** and click **Show Subtitle**
Resize Closed Captioning

Click arrow next to **Live Transcript** and click **Subtitle Settings...**
Chat

Your name, your location, and what you want to welcome into our space together

Share in the chat:
Climate Advocacy Lab

We equip the US climate movement with the evidence-based insights, skills, and connections needed to build durable power and win equitable solutions.
Through 4 key programs

Research

Insights

Training

Community

Sign up at climateadvocacylab.org/become-a-member
Climate Justice Microgrant Program: Resourcing climate justice leaders to reflect & tell their own stories

• Grants distributed to U.S. climate justice organizations to document and amplify learnings from campaigns or organizational efforts

• Establishing a base of evidence on “what works” to achieve just and equitable solutions to the climate crisis
Climate Justice Microgrant Program: Resourcing climate justice leaders to reflect & tell their own stories

The 4th Arm
Documenting stories of & reflections from BIPOC energy justice organizers across Georgia
Course Objectives

Together we will...

Gain an understanding of values-based community organizing
Enhance the skill-set of community organizers
Deepen our understanding of allyship and allies
Explore what it means to build power
Examine the terminology used in community organizing
Examine "systems change"
WELCOME TO VALUES BASED ORGANIZING 101

- Step up, then step back
- Intent does not negate impact
- Be the expert of your experience, use “I” statements
- Challenge your beliefs
- Respect is non-negotiable
- Listen to understand, not to respond
Our Mission

The Partnership for Southern Equity (PSE) advances policies and institutional actions that promote racial equity and shared prosperity for all in the growth of metropolitan Atlanta and the American South.
THE PSE WAY: TRANSFORMING SYSTEMS AND PEOPLE

LEAD WITH RACE
Do not be afraid to advocate for Black, Brown and Indigenous People, on purpose.

CULTIVATE FRONTLINE INNOVATION
The people closest to the problem are closest to the solution.

ACCELERATE RELATIONSHIPS
Grow power to create change by strengthening relationships.

LEVERAGE THE DATA
Use data to educate and engage communities and decision-makers.
ORIGIN OF VALUE-BASED ORGANIZING MODEL

The value-based organizing model was created by PSE Founder and Chief Equity Officer, Nathaniel Smith and former VP of Strategy and Engagement Dwayne Patterson to advance a new power building strategy informed by the history and legacy of the American South Freedom Movement coupled with decades of experience organizing communities around the country.
The 3 Tenets of Values Based Organizing

**TRUST AND RELATIONSHIPS CATALYZE CHANGE**

Change moves at the speed of trust. Accelerating community trust is foundational towards establishing the solidarity required to disrupt existing systems of oppression and repairing the harm it produced.

**SYSTEMS (LIKE POLICY) REFLECT THE VALUES OF THOSE IN POWER**

Policies, budgets, and communities reflect the values of those in power. Replacing their values with those prioritizing equity allows for a more just and reparative society.

**COMMON BELIEFS ARE MORE POWERFUL THAN COMMON GOALS**

Connecting around a goal result in relationships being purely transactional. Building relationships centered in shared values and beliefs catalyzes transformational action and sustainable change.
OUTCOMES FOR LIBERATION

STONGER EQUITY ECOSYSTEM
Marginalized communities directly impacted by inequitable policies must step into their agency to engage in decision-making at the beginning, middle and end of a process. Their agency must be woven with common and uncommon allies to realize long term change.

GROW POWER
Creating engagement opportunities that shape how public policies and practices will be influenced/changed by the wisdom provided by leaders of marginalized populations.

TRANSFORM SYSTEMS AND PEOPLE
Vigorous engagement, developing new leaders, and policy innovations can be realized that support better outcomes for marginalized communities.
POWER
The ability to change people’s actions and to make things happen.

ALLY
A verb - one acts as an ally and does not bestow this title upon themselves.

ELDER
An older, influential member of a family, tribe, or community.
UNDERSTANDING POWER

WHERE DOES POWER COME FROM?

ORGANIZED PEOPLE
Organized people are a demonstration of their inherent power.

ORGANIZED MONEY
Corporations and political factions influencing self-interests

ORGANIZED INFORMATION
Mass media, policies, laws, education systems
UNDERSTANDING POWER

HOW IS POWER EXERCISED?

COERCION
Using strength, force or penalties to get someone to do what they don’t want to do.

REWARD
Convincing someone it’s worthwhile to do what you want them to do.

INFLUENCE
Getting others to want what you want them to want.
POWER IS...
the ability to make things happen.

SUSTAINABLE CHANGE...
is created by using collective power
undergirded by strong relationships.
“An ally doesn’t necessarily mean that you can completely identify with the experiences of injustice of the oppressed group, but it does mean that you will stand with them and for them in the face of discrimination.”

~ Joy Gaines

National Institutes of Health
### Spectrum of Allies: Group Activity

<table>
<thead>
<tr>
<th><strong>ACTIVE ALLIES</strong></th>
<th><strong>PASSIVE ALLIES</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>people who agree with you and are organizing alongside you!</td>
<td>People who agree but aren’t doing anything about it—yet!</td>
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</table>

<table>
<thead>
<tr>
<th><strong>NEUTRALS</strong></th>
<th><strong>PASSIVE OPPONENTS</strong></th>
<th><strong>ACTIVE OPPONENTS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>People who aren’t sure, or are unengaged</td>
<td>People who disagree, but aren’t trying to stop you.</td>
<td>People who have done something to prevent you from reaching your goal.</td>
</tr>
</tbody>
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MOBILIZING

ISSUES BASED ORGANIZING VS. VALUES BASED ORGANIZING

VALUES-BASED
Organizing that first seeks to curate and advance a marginalized group's shared beliefs.

ISSUES-BASED
Working groups or coalitions advocating for specific issues affecting targeted groups or the society-at-large.

CRITICAL QUESTION
Are you engaging communities as a “missionary” or “community builder?”
SOCIAL CHANGE
Social process whereby the values, attitudes, or institutions of society, such as education, religion, government, and industry become modified. Social change means altering the rules of the game.

SYSTEMS CHANGE
A phenomenon where individuals, organizations, policies, and regulations come together to create a new way of doing things that is both feasible and sustainable. System change means developing brand new rules or replacing the game!
VALUES IN ACTION

**Work purifies relationships.** Take time to build relationships within the community you are serving. Transformational, not transactional relationships are the key to long-term change.

**We move at the speed of trust, not ideas.** You must build trust if you want to move the needle.

**You cannot organize with people you don't love.** Take time to develop a genuine interest in the people you are serving.
"A social movement that only moves people is merely a revolt. A movement that changes both people and institutions is a revolution."

Martin Luther King, Jr.
GROUP ACTIVITY

BREAKOUT SESSION

HOW WOULD YOU APPROACH ORGANIZING IN THE FOLLOWING COMMUNITIES?:

• Historically marginalized low-wealth Black neighborhood
• Immigrant community
• HBCU college students on campus
• Low-wealth rural small town
# REFERENCES

## SOURCES, ARTICLES AND ADDITIONAL RESOURCES

**BE AN ALLY**

By Joy Gaines

https://www.edi.nih.gov/blog/communities/be-ally

**SPECTRUM OF ALLIES**

Powershift Network


**THE 4TH ARM DOCUMENTARY**

https://vimeo.com/662388682

**LESSONS FROM THE JUST GROWTH CIRCLE**


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Training Developed by Nathaniel Smith for the Partnership for Southern Equity
REFERENCES

VISIT OUR WEBSITE TO LEARN MORE ABOUT OUR ACADEMIES
Partnership for Southern Equity – Together We Prosper (psequity.org)
FOR CUSTOM TRAINING CONNECT WITH OUR JUST SOLUTIONS TEAM
Jessica Daniels
Director, Just Solutions
jdaniels@psequity.org

Training Developed by Nathaniel Smith for the Partnership for Southern Equity
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https://climateadvocacylab.org/