

Organising for Power

Challenging racism
and organising for rights

Stories of change
2022-2023



ORGANISING FOR POWER



Organising for Power is a learning programme around campaigning and community organising, for people in the racial justice and migrant rights movement. It involved online trainings, a week-long residential training, then follow-up meetings where participants meet and support each other.

What it was about

- Developing community leadership, supporting leaders with excellent campaigning and community organising skills so they can spark change.
 - Supporting grassroots organisations to be inclusive, sustainable and strategic.
 - Fostering strong, resilient relationships in networks and racial justice movement.
 - Strengthening campaigns to tackle the root causes of racism, and advocate for the rights of refugees and migrants in Scotland.
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What has been changing?

COMMUNITY AND MOVEMENT

The change processes participants have been using O4P learning in include:

Local organising against evictions

Filmmaking to support campaign messaging

Activities for children & computer classes

Food sharing, decolonising food symposium

Bringing four organisations together for outdoor exercise and building community.

Challenging new anti migrant laws

Working on making peer advocacy a reality

Trying to change policies on higher education for Asylum Seekers

Peer research around the Right to Education

Supporting people detained in hotels.

PERSONAL & IN GRASSROOTS GROUPS

- building confidence
- sustaining, keeping going
- trying to get more funding
- dealing well with conflict, change & stress
- being flexible, bringing people together

Sharing ideas, building confidence and supporting each other



CHANGE STORY:

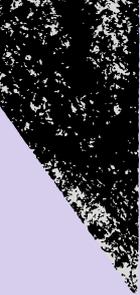
Making connections

More confidence speaking up

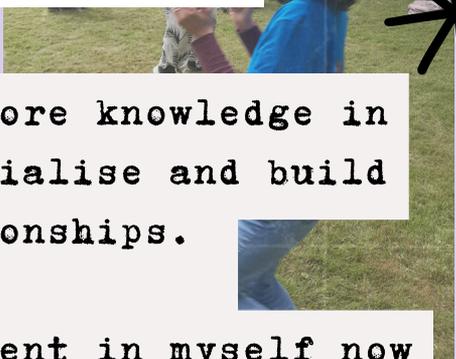
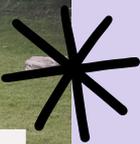
Confidence to help one of the groups apply for funding

'I helped apply for funding for the women's IT classes using the communication skills I gained. It's opening doors to success for them.'

Personal change can activate change for your communities & networks!

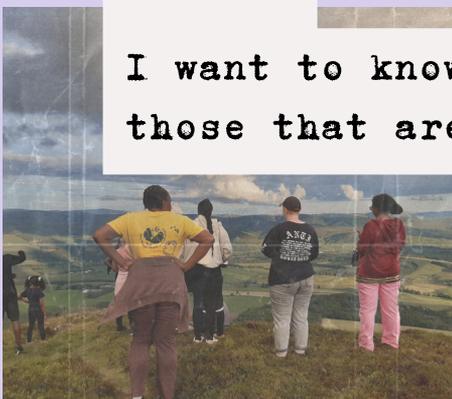


CHANGE STORY:



'I have gained more knowledge in how I should socialise and build strategic relationships.'

I am more confident in myself now than ever. I have built impact and power.



I want to know more and reach those that are still struggling.'

We can use personal strengths to build up confidence and power in others - especially those struggling most under hostile environment policies.



We can keep learning - knowledge is power

CHANGE STORY

'The programme made a big difference for me and my confidence. I have more confidence and friends because of the programme, and real connections. My children have more friends too.

Before, I felt that because my English isn't perfect I just shouldn't talk. Now, I'll talk whether it's correct or not.'

'I thought I had no confidence at all, but I do, and it's growing.'

Joyful activities, time outdoors and opportunities to build friendship can bring us connection and confidence.

You are someone who can support and encourage others in the movement and your networks.





learning from the change we experienced

We found it was useful to:



Create more spaces to meet and connect.

Try to include food, childcare, and activities that help let go of stress - like mindfulness, movement, dance, singing, being outdoors.

Network, build relationships and trust, so there are more ways to collaborate

Build up your own and each others' confidence and skills. Find opportunities to practice, learn & support each other.

Think critically, analyse things together and try to imagine all the options for action.



'You need confidence to make decisions, choose tactics, stand on your own without being stopped by worries and fear.'

IDEAS AND APPROACHES

Being able to bring people together makes bigger campaigns possible.

Learn from others, and carry the ideas to different groups and spaces you're in. Share what you know.

Include children and young people in the community, and in trainings that help build confidence and resilience.

Share the work, share roles, don't take on too much alone.

Map allies and people who could become allies - other organisations, MPs, politicians, workers, etc. Map resources that could be used, and the patterns of connection and sharing in the movement.

Be constructive and thoughtful about peoples' different styles of taking part, and dealing with conflict.

FIND OUT MORE ABOUT ORGANISING FOR POWER

Tripod: Training for Creative Social Action
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For more information email:
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We would like to thank Migrants in Culture
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