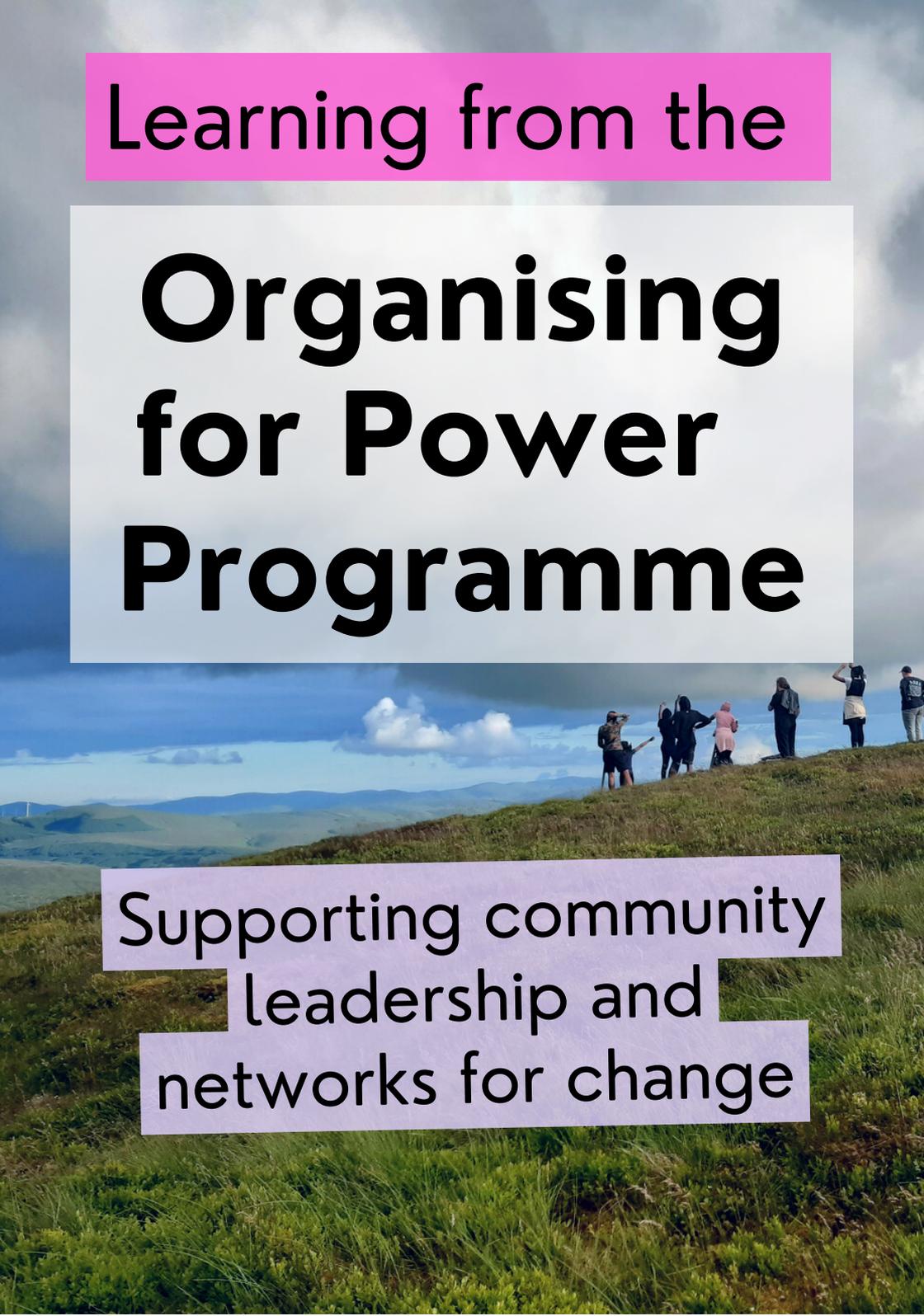


Learning from the

Organising for Power Programme

Supporting community
leadership and
networks for change



ORGANISING FOR POWER

What it is about

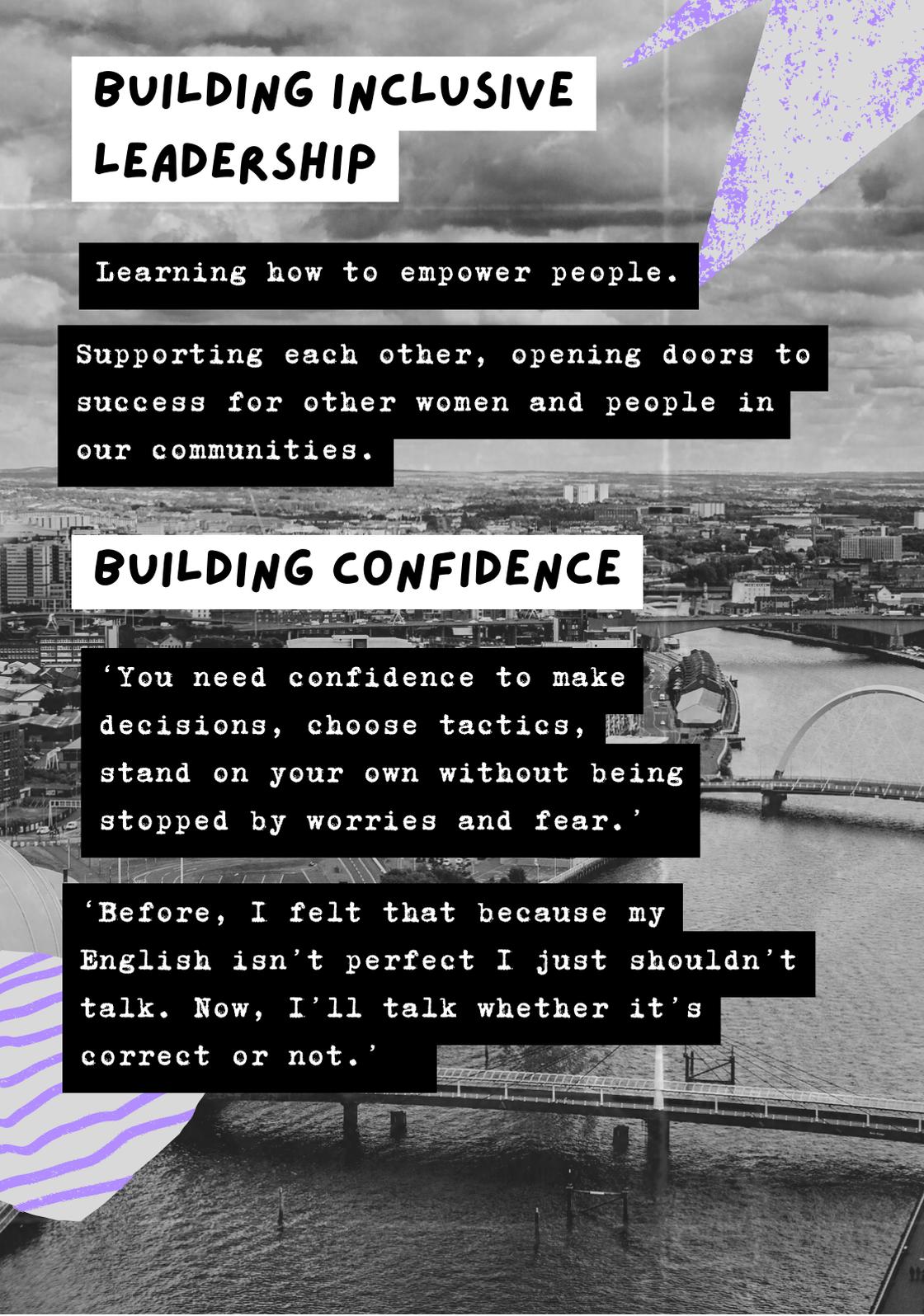
The Organising for Power Programme aims to strengthen the racial justice and migrants' rights movement, grassroots groups and networks in Scotland. It supports community leaders and organisers to build their community organising and campaigning skills, strategy, confidence and networks.

The 2022-2023 Programme

The Organising for Power Programme began in 2017. The 2022-2023 participants were the 3rd cohort to take part. The programme was facilitated by Tripod: Training for Creative Social Action, a workers' co-operative based in Edinburgh. It delivered a 5 day in-depth residential training followed-up with consistent and sustained support.

About this zine

This zine shares some of the participants' learning from taking part and from changes they put into action. It was compiled by Outside the Box Development Support as part of an evaluation of Organising for Power.

An aerial, black and white photograph of a city, likely Glasgow, Scotland, featuring a wide river and a prominent bridge with a large arch. The city buildings and infrastructure are visible in the background. The image is overlaid with several text boxes and decorative elements: a purple triangle in the top right, a purple and white striped shape in the bottom left, and a purple and white striped shape in the bottom right.

BUILDING INCLUSIVE LEADERSHIP

Learning how to empower people.

Supporting each other, opening doors to success for other women and people in our communities.

BUILDING CONFIDENCE

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

‘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.’

BUILDING RELATIONSHIPS IN A MOVEMENT

'What's important is creating lots of spaces for people.'

'We were able to support each other through the trainings. Now we're keeping in touch, checking in. You need more than to have met once, to create a real relationship.'

Participants found taking time to build trust, relationships and friendships made their grassroots networks stronger. Community groups benefitted from being more open to each other, inviting each other and holding events together, and setting up new collaborations between groups. Networking and relationship-building can give campaigns and community organising bigger impact.



IDEAS AND OPTIONS

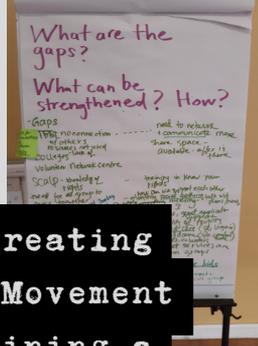
The programme shared tools for creating campaign strategy and tactics. 'Movement ecology' was one idea used, imagining a social movement as an eco-system with lots of different parts interacting.

Approaches we used:

- Analysing the context.
- Identifying the people or groups who are allies to your work, and those who could be moved to become allies.
- Mapping the resources, infrastructure and relationships that can support the campaign.
- Working out who has power to make changes.
- Supporting each other to analyse, think critically, and share ideas for action.

'Movement ecology helped me think beyond the normal options, and see all the different ways we can change things.'

'It opened up options for us to challenge policies, complain, work with researchers, not just accept how things are and believe we can't do anything.'



ACCESS, FOOD AND CARE



A key lesson shared was that access and care are central to effective, sustainable community organising.

'People wouldn't be there if there wasn't childcare and access. Collective care was important for making the programme work practically, and as an approach for community organising.'

'It makes a big difference that there was free food without cooking.'

Tips:

- Include food at events and meetings.
- Have food conversations, to find out everyone's food needs (including children's) and share our cultures.
- Childcare, ways for children to take part in the space, other activities for them to do - it depends on the group (and resources).

by Quarter
unity, building
tual support
it could look like
ld care support -
members not in
ssing issues + sh
cial
resources needed
ive
for bus fare / venue
instruments / food
paper / post-its
to consider
resources?
needed?



'We needed the free time for hiking and walking together, building trust, dancing, being in the environment and feeling unity as one.'

JOY

Going somewhere outside everyday stresses lets our brains relax, think and connect.'

Organising for Power included hiking, dancing, singing, playing games. Participants found activities like these made it easier to learn, think and connect. Since the programme, several groups have been using joyful activities to make community organising more sustainable.

'I've been bringing joyful movement into my group.'





learning and suggestions

'I've learned how to deal with conflict. You can work well with someone in a movement even if you don't like them - don't lose sight of the vision for change.'



'Networking and socialising helped us to bring people together.'

Create connection with other organisations.

Socialising and networking can help build people's confidence.

'We learned we need more flexibility around [meeting in] bad weather, and our capacity. We're spending more time on skill-sharing, socials and being together.'

Find ways to network, and meet and chat about how to use resources and support each other in the movement.



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
<https://www.migrantsinculture.com/> for being
part of our residential training as an
external facilitator and visual note taker.