

Toolkit for Organizing • Appendix

glossary for social justice

Ableism: A system of oppression that includes discrimination and social prejudice against people with intellectual, emotional, and physical disabilities, their exclusion, and the valuing of people and groups that do not have disabilities.

Accessible:** A term that describes a space that makes necessary accommodations for people with disabilities, people with mental health issues, and people with other health issues to allow them to participate fully.

Ageism: A system of oppression that works against the young and the old and values individuals in their 30s to 50s.

Ally: A person who is a member of an advantaged social group who takes a stand against oppression, works to eliminate oppressive attitudes and beliefs in themselves and their communities, and works to interrogate and understand their privilege.

Anti-Semitism: The systematic discrimination against and oppression of Jews, Judaism, and Jewish culture and traditions.

Asexual: An identity term for a people who either do not feel sexual attraction or do not feel desire for a sexual partner or partners. Some asexual individuals may still have romantic attractions.

Bisexual: An identity term for people who are attracted to people of two genders, usually to both men and women. Bi* is used as an inclusive abbreviation for the bi, pan, and fluid community.

Cisgender: Individuals whose gender identity and expression align with their birth-assigned sex.

Cissexism: The system of oppression that values cisgender people, upholds the gender binary, and marginalizes, oppresses, and makes invisible the lives and experiences of transgender people.

Classism: The institutional, cultural, societal, and individual beliefs and practices that assign value to people based in their socio-economic class. Here, members of more privileged socio-economic classes are seen as having a greater value.

Collusion: Thinking and acting in ways that support dominant systems of power, privilege, and oppression. Both privileged and oppressed groups can collude with oppression.

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Cultural Appropriation:** When a person takes something from another culture and commodifies it, performs it, and calls it their own.

Discrimination*: When members of a more powerful group behave unjustly or cruelly to members of a less powerful group

Equality:** The idea that everybody should receive the same service, treatment, or amount of something

Equity:** Instead of giving everybody the same service, treatment, or amount of something, equity takes into consideration that specific needs of individuals and adjusts to make sure that everyone has access to what they need to be successful.

Gay: An identity term for a male-identified person who is attracted to other male-identified people.

Gender: Socially constructed roles, behaviors, activities, and attributes that a given society deems masculine or feminine. This social construct is often linked to and confused with the biological construct of sex.

Gender Identity: A person's innate sense of their own gender: being a man, a woman, a girl, a boy, in between, or outside of the gender binary.

Gender Neutral:** Not adhering to normative expectations in the gender binary. For example, gender neutral bathrooms can be used by people with any gender identity.

Genderqueer: A person who's gender identity and/or gender expression does not conform to the gender they were assigned at birth. People who identify as genderqueer may not identify within either male/man or female/woman binaries. They also may or may not identify as transgender.

Heterosexual: An identity term for a female-identified person who is attracted to male-identified people or a male-identified person who is attracted to female-identified people.

Homophobia: The fear, hatred, and intolerance of people who identify or are perceived as LGBTQ+.

Intersectionality: A feminist sociological model and/or lens for critical analysis that focuses on the intersections of multiple, mutually-reinforcing systems of oppression, power, and privilege. Intersectional theorists look at how the individual experience is impacted by multiple axes of oppression and privilege. Variables include, but are not limited to: race, gender, ethnicity, religion, ability, education, sexual orientation, sexuality, gender identity, gender expression, class, first language, citizenship, and age. (J. Beal 2011)

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Intersex: A person whose genitals, secondary sex characteristics, chromosomes, and/or hormone levels do not fit into the medical/societal definition of male or female.

Islamophobia: The irrational fear or hatred of Islam, Muslims, Islamic traditions and practices, and, more broadly, those who appear to be Muslim.

Lesbian: An identity term for a female-identified person who is attracted to other female-identified people.

LGBTQ+: An acronym that is inclusive of all identities in the queer community - lesbian, gay, bisexual, transgender, queer, and other identities such as genderqueer, asexual, intersex.

Oppression: The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. Oppression denotes structural and material constraints that significantly shape a person's life chances and sense of possibility. Oppression also signifies a hierarchical relationship in which dominant or privilege groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. Oppression resides not only in external social institutions and norms but also within the human psyche as well. Eradicating oppression ultimately requires struggle against all its forms, and that building coalitions among diverse people offers the most promising strategies for challenging oppression systematically. (Adams, Bell, and Griffin, editors. *Teaching for Diversity and Social Justice: A Sourcebook*. New York: Routledge.)

Pansexual: An identity term for a person who is attracted to people of all genders: cisgender men, cisgender women, transgender individuals, and people who identify as genderqueer.

Power: The ability to get what you want (The GLSEN Jumpstart Guide: Examining Power, Privilege, and Oppression).

Prejudice: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (Institute for Democratic Renewal and Project Change Anti-Racism Initiative. *A Community Builder's Tool Kit*. Claremont, CA: Claremont Graduate University.)

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Privilege: A group of unearned cultural, legal, social, and institutional rights extended to a group based on their social group membership. Individuals with privilege are considered to be the normative group, leaving those without access to this privilege invisible, unnatural, deviant, or just plain wrong. Most of the time, these privileges are automatic and most individuals in the privileged group are unaware of them. Some people who can “pass” as members of the privileged group might have access to some levels of privilege (J. Beal 2009).

Queer: A term for individuals whose gender identity/expression and/or sexual orientation does not conform to societal norms. This reclaimed term is increasingly being used as an inclusive umbrella term for the LGBTQ+ community.

Pronouns: A word that substitutes for a noun. Most people have pronouns that they expect others to use for them. Most cisgender individuals use pronouns that line up with their birth-assigned sex. Many genderqueer and Transgender folks have selected pronouns that best suit who they are and sometimes generate new terms.

Racism: Oppression against individuals or groups based on their actual or perceived racial identity.

Religious Oppression: Oppression against individuals or groups based on their religious beliefs and practices.

Sexism: A system of oppression that privileges men, subordinates women, and devalues practices associated with women.

Sexual Orientation: A person’s sexual and emotional attractions, not necessarily dependent on behavior. Terms associated with sexual orientation include: gay, lesbian, bisexual, pansexual, heterosexual, and more!

Social Justice: A process and a goal. A commitment to a socially just world and the committed actions to make that world a reality. Or, “The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure... Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others, their society, and the broader world in which we live.” (Teaching for Diversity and Social Justice)

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Transgender: An umbrella term for people who do not identify with their birth-assigned sex and/or whose gender expression does not conform to the societal expectations. Trans* is used as an inclusive abbreviation.

Structural Oppression:** The combination of ways that history, ideology, and policy decisions have come together to contribute to a system to oppress people solely based on their identities

Transphobia: The fear and hatred of transgender people.

White Privilege: The concrete benefits of access to resources and social rewards and the power to share the norms and values of society that white people receive, tacitly or explicitly, by virtue of their position in a racist society. (Teaching for Diversity and Social Justice, Second Edition, Routledge, 2007)

Xenophobia: The fear and hatred of that which is perceived to be foreign or strange.

Please note that many of these definitions have been influenced by multiple sources. Some terms have specific roots in communities of color, the LGBTQ communities, and other marginalized groups. We thank everyone out there who does social justice work and has contributed to our understanding of the above terms.

This glossary is borrowed and adapted from Suffolk University's social justice terminology list at: <http://www.suffolk.edu/campuslife/27883.php>

* indicates that we have updated the definition from this list

** denotes terms that have been added to this list

glossary for housing

See the National Low Income Housing Coalition's Advocates Guide on page vii for a more complete glossary of terms around housing policy.

Affordable: Defined by the federal and state standard rental cost is 30% of gross income of a household, including the cost of utilities. True affordability depends on income level -- people at the lowest incomes still can't afford to pay 30% and still be able to afford food and other basic necessities.

Affordable Housing: Housing that does not require the tenant to pay more than 30% of their income in rent and utilities.

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Gentrification: When cost of living rises in a neighborhood and demographics change following redevelopment.

Housing Trust Fund: Housing Trust Funds are district funds established by city, county, or state governments that receive ongoing dedicated sources of public funding to support the preservation and production of affordable housing and increase opportunities for families and individuals to access decent affordable homes. Housing Trust Funds systemically shift affordable housing funding from annual budget allocations to the commitments of dedicated public revenue.

Housing and Urban Development (HUD): HUD is an organization of the federal government that oversees many federal housing programs.

Low Income Housing Tax Credit: A federal program that is meant to fund the construction and preservation of low-income housing. It does this by forming partnerships with for-profit entities and giving them tax breaks when they pay into the program.

Permanent Supportive Housing: Permanent supportive housing is housing for people who have the highest barriers to being successful in private market housing. This includes folks who have been homeless for long periods of time, people living with mental illnesses, or people who live with certain kinds of disabilities. Permanent supportive housing provides services on site to help people to be successful in their housing.

Public Housing Authority: Public Housing Authorities are charged with providing housing for people who are low-income, families, people who are disabled, or seniors. Housing Authorities are overseen and funded through HUD through the Federal Government.

Section 8 Voucher (Housing Choice Voucher): This is a voucher that comes from a program through HUD that is administered through local public housing authorities that provides rental assistance for people with low-incomes.

Zoning: Zoning determines when and how you are able to develop land in a city. Each city and county has different zoning requirements, and this impacts how neighborhoods can be developed.

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resources for continued learning

There are many more resources out there! Feel free to send us resources that you've found helpful to add to this list.

In Defense of Housing by David Madden and Peter Marcuse, 2016. Book.
This book has a sharp analysis of power and how the current housing crisis was created.

National Low Income Housing Coalition's Advocates Guide

This guide explains federal housing policy.

http://nlihc.org/sites/default/files/2017_Advocates-Guide.pdf

Race: The Power of Illusion, 2003. TV Series.

This PBS series explores issues of race and racism in the United States. The whole series is worthwhile, and *Episode 3: The House We Live In* specifically focuses on housing.

The Big Short, 2015. Movie.

This movie explains the conditions that led to the housing bubble bursting and the Great Recession that began in 2008.

Western Regional Advocacy Project's Without Housing Report, 2010

This report goes through a readable, but detailed history of the current crisis around homelessness.

[http://wraphome.org/wp-](http://wraphome.org/wp-content/uploads/2008/09/2010%20Update%20Without%20Housing.pdf)

[content/uploads/2008/09/2010%20Update%20Without%20Housing.pdf](http://wraphome.org/wp-content/uploads/2008/09/2010%20Update%20Without%20Housing.pdf)

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198 methods of nonviolent protest and persuasion

by Gene Sharp from *The Politics of Nonviolent Action*

FORMAL STATEMENTS

1. Public speeches
2. Letters of opposition or support
3. Declarations by organizations and institutions
4. Signed public declarations
5. Declarations of indictment and intention
6. Group or mass petitions

COMMUNICATIONS WITH A WIDER AUDIENCE

7. Slogans, caricatures, and symbols
8. Banners, posters, and displayed communications
9. Leaflets, pamphlets, and books
10. Newspapers and journals
11. Records, radio, and television
12. Skywriting and earthwriting

GROUP REPRESENTATIONS

13. Deputations
14. Mock awards
15. Group lobbying
16. Picketing
17. Mock elections

SYMBOLIC PUBLIC ACTS

18. Displays of flags and symbolic colors
19. Wearing of symbols
20. Prayer and worship
21. Delivering symbolic objects
22. Protest disrobings
23. Destruction of own property
24. Symbolic lights
25. Displays of portraits
26. Paint as protest
27. New signs and names
28. Symbolic sounds
29. Symbolic reclamations
30. Rude gestures

PRESSURES ON INDIVIDUALS

31. "Haunting" officials
32. Taunting officials
33. Fraternalization
34. Vigils

DRAMA AND MUSIC

35. Humorous skits and pranks
36. Performances of plays and music
37. Singing

PROCESSIONS

38. Marches
39. Parades
40. Religious processions
41. Pilgrimages
42. Motorcades

HONORING THE DEAD

43. Political mourning
44. Mock funerals
45. Demonstrative funerals
46. Homage at burial places

PUBLIC ASSEMBLIES

47. Assemblies of protest or support
48. Protest meetings
49. Camouflaged meetings of protest
50. Teach-ins

WITHDRAWAL AND RENUNCIATION

51. Walk-outs
52. Silence
53. Renouncing honours
54. Turning one's back

THE METHODS OF SOCIAL NONCOOPERATION

OSTRACISM OF PERSONS

55. Social boycott
56. Selective social boycott
57. Lysistratic nonaction
58. Excommunication
59. Interdict

NONCOOPERATION WITH SOCIAL EVENTS, CUSTOMS, AND INSTITUTIONS

60. Suspension of social and sports activities
61. Boycott of social affairs
62. Student strike
63. Social disobedience
64. Withdrawal from social institutions

WITHDRAWAL FROM THE SOCIAL SYSTEM

65. Stay-at-home
66. Total personal noncooperation
67. "Flight" of workers
68. Sanctuary
69. Collective disappearance
70. Protest emigration

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THE METHODS OF ECONOMIC

NONCOOPERATION ACTION BY CONSUMERS

71. Consumers' boycott
72. Nonconsumption of boycotted goods
73. Policy of austerity
74. Rent withholding
75. Refusal to rent
76. National consumers' boycott
77. International consumers' boycott

ACTION BY WORKERS AND PRODUCERS

78. Workers' boycott
79. Producers' boycott

ACTION BY MIDDLE-PEOPLE

80. Suppliers' and handlers' boycott

ACTION BY OWNERS AND MANAGEMENT

81. Traders' boycott
82. Refusal to let or sell property
83. Lockout
84. Refusal of industrial assistance
85. Merchants' "general strike"

ACTION BY HOLDERS OF FINANCIAL RESOURCES

86. Withdrawal of bank deposits
87. Refusal to pay fees, dues, and assessments
88. Refusal to pay debts or interest
89. Severance of funds and credit
90. Revenue refusal
91. Refusal of a government's money

ACTION BY GOVERNMENTS

92. Domestic embargo
93. Blacklisting of traders
94. International sellers' embargo
95. International buyers' embargo
96. International trade embargo

THE METHODS OF ECONOMIC

NONCOOPERATION SYMBOLIC STRIKES

97. Protest strike
98. Quickie walkout (lightning strike)

AGRICULTURAL STRIKES

99. Peasant strike
100. Farm workers' strike

STRIKES BY SPECIAL GROUPS

101. Refusal of impressed labor
102. Prisoners' strike
103. Craft strike
104. Professional strike

ORDINARY INDUSTRIAL STRIKES

105. Establishment strike
106. Industry strike
107. Sympathy strike

RESTRICTED STRIKES

108. Detailed strike
109. Bumper strike
110. Slowdown strike
111. Working-to-rule strike
112. Reporting "sick." (sick-in)
113. Strike by resignation
114. Limited strike
115. Selective strike

MULTI-INDUSTRY STRIKES

116. Generalised strike
117. General strike

COMBINATION OF STRIKES AND ECONOMIC CLOSURES

118. Hartal
119. Economic shutdown

THE METHODS OF POLITICAL

NONCOOPERATION REJECTION OF AUTHORITY

120. Withholding or withdrawal of allegiance
121. Refusal of public support
122. Literature and speeches advocating resistance

CITIZENS' NONCOOPERATION WITH GOVERNMENT

123. Boycott of legislative bodies
124. Boycott of elections
125. Boycott of government employment and positions
126. Boycott of government departments, agencies, and other bodies
127. Withdrawal from governmental educational institutions
128. Boycott of government-supported institutions

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129. Refusal of assistance to enforcement agents

130. Removal of own signs and placemarks

131. Refusal to accept appointed officials

132. Refusal to dissolve existing institutions

CITIZENS' ALTERNATIVES TO OBEDIENCE

133. Reluctant and slow compliance

134. Nonobedience in absence of direct supervision

135. Popular nonobedience

136. Disguised disobedience

137. Refusal of an assemblage or meeting to disperse

138. Sitdown

139. Noncooperation with conscription and deportation

140. Hiding, escape, and false identities

141. Civil disobedience of "illegitimate" laws

ACTION BY GOVERNMENT PERSONNEL

142. Selective refusal of assistance by government aides

143. Blocking of lines of command and information

144. Stalling and obstruction

145. General administrative noncooperation

146. Judicial noncooperation

147. Deliberate inefficiency and selective noncooperation by enforcement agents

148. Mutiny

DOMESTIC GOVERNMENTAL ACTION

149. Quasi-legal evasions and delays

150. Noncooperation by constituent governmental units

INTERNATIONAL GOVERNMENTAL ACTION

151. Changes in diplomatic and other representation

152. Delay and cancellation of diplomatic events

153. Withholding of diplomatic recognition

154. Severance of diplomatic relations

155. Withdrawal from international organizations

156. Refusal of membership in international bodies

157. Expulsion from international organisations

THE METHODS OF NONVIOLENT INTERVENTION

PSYCHOLOGICAL INTERVENTION

158. Self-exposure to the elements

159. The fast (fast of moral pressure, hunger strike, satyagrahic fast)

160. Reverse trial

161. Nonviolent harassment

PHYSICAL INTERVENTION

162. Sit-in

163. Stand-in

164. Ride-in

165. Wade-in

166. Mill-in

167. Pray-in

168. Nonviolent raids

169. Nonviolent air raids

170. Nonviolent invasion

171. Nonviolent interjection

172. Nonviolent obstruction

173. Nonviolent occupation

SOCIAL INTERVENTION

174. Establishing new social patterns

175. Overloading of facilities

176. Stall-in

177. Speak-in

178. Guerrilla theatre

179. Alternative social institutions

180. Alternative communication system

ECONOMIC INTERVENTION

181. Reverse strike

182. Stay-in strike

183. Nonviolent land seizure

184. Defiance of blockades

185. Politically motivated counterfeiting

186. Preclusive purchasing

187. Seizure of assets

188. Dumping

189. Selective patronage

190. Alternative markets

191. Alternative transportation systems

192. Alternative economic institutions

POLITICAL INTERVENTION

193. Overloading of administrative systems

194. Disclosing identities of secret agents

195. Seeking imprisonment

196. Civil disobedience of "neutral" laws

197. Work-on without collaboration

198. Dual sovereignty and parallel government

Midwest Academy Strategy Chart

After choosing your issue, fill in this chart as a guide to developing strategy. Be specific. List all the possibilities.

Goals	Organizational Considerations	Constituents, Allies, and Opponents	Targets	Tactics
<ol style="list-style-type: none"> 1. List the long-term objectives of your campaign. 2. State the intermediate goals for this issue campaign. What constitutes victory? <p><i>How will the campaign</i></p> <ul style="list-style-type: none"> • Win concrete improvement in people's lives? • Give people a sense of their own power? • Alter the relations of power? <ol style="list-style-type: none"> 3. What short-term or partial victories can you win as steps toward your long-term goal? 	<ol style="list-style-type: none"> 1. List the resources that your organization brings to the campaign. Include money, number of staff, facilities, reputation, canvass, etc. What is the budget, including in-kind contributions, for this campaign? 2. List the specific ways in which you want your organization to be strengthened by this campaign. Fill in numbers for each: <ul style="list-style-type: none"> • Expand leadership group • Increase experience of existing leadership • Build membership base • Expand into new constituencies • Raise more money 3. List internal problems that have to be considered if the campaign is to succeed. 	<ol style="list-style-type: none"> 1. Who cares about this issue enough to join in or help the organization? <ul style="list-style-type: none"> • Whose problem is it? • What do they gain if they win? • What risks are they taking? • What power do they have over the target? • Into what groups are they organized? 2. Who are your opponents? <ul style="list-style-type: none"> • What will your victory cost them? • What will they do/spend to oppose you? • How strong are they? • How are they organized? 	<ol style="list-style-type: none"> 1. Primary Targets A target is always a person. It is never an institution or elected body. <ul style="list-style-type: none"> • Who has the power to give you what you want? • What power do you have over them? 2. Secondary Targets <ul style="list-style-type: none"> • Who has power over the people with the power to give you what you want? • What power do you have over them? 	<p>For each target, list the tactics that each constituent group can best use to make its power felt.</p> <p>Tactics must be</p> <ul style="list-style-type: none"> • In context. • Flexible and creative. • Directed at a specific target. • Make sense to the membership. • Be backed up by a specific form of power. <p>Tactics include</p> <ul style="list-style-type: none"> • Media events • Actions for information and demands • Public hearings • Strikes • Voter registration and voter education • Lawsuits • Accountability sessions • Elections • Negotiations

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