

## 2/23/10 Basebuilding Workgroup, Notes

### Northeast:

Dottye Burt-Markowitz- Baltimore, MD: White Anti-racism Network in Baltimore (WARN), MD

### Southeast:

Carol Kraemer – Louisville, KY: Fairness Campaign, Carl Braden Memorial

Carla Wallace – Louisville, KY: Fairness Campaign, Carl Braden Memorial

Pam McMichael – Tennessee: Highlander Center

Lynne Purvis – South Florida: not specifically affiliated

### MidWest

Elizabeth Deligio (Liz) –Chicago, IL: 8th Day Center for Justice

Z! - Madison, WI: Groundwork

Ali Brooks – Madison, WI: Groundwork

Rachel, Liz Bruno

Terry Keleher – Chicago, IL

### SouthWest

Leah Carnine – Phoenix, AZ

### West

Beau Bibeau – Oakland

Sharon Martinas – Challenging White Supremacy Workshop

Alia Trindle – Oakland, CA; currently unaffiliated

Amie Fishman– San Francisco, CA; Catalyst Project

Franci Kendal – Albany, CA; Consultant

Paul Kivel - Oakland, CA; Progressive Jewish Alliance

Carl Patrick – Sonoma County, CA; Impact, Peace & Justice, Comm. Immigrant

## Rights

Cameron Levin - Los Angeles, CA; Alliance of White Anti-Racists Everywhere (AWARE-LA),

Jeb Middlebrook - Los Angeles, CA; Alliance of White Anti-Racists Everywhere (AWARE-LA)

Lisa Beard – East Bay Saturday Dialogues  
Welcome

## Agenda Review

Purpose: Learning & action cohort, share experience, learn ways

Scope of WorkGroup: Outreach in white communities, build base in anti-racist white, enlarge & organize for collective action – not replace/duplicate larger network with various committees: (technical, communication, media, core leadership). Define basebuilding and keep focused without limiting, creating one size fits all model.

Sharon: Does basebuilding mean being in “organization”?

Terry: Lean towards yes about organization, without being exclusive, but stay focused on organizing and base building within organizations

Francie: How feel about people who just want to learn? I would like to be able to listen (to call?) to what’s going on to gain knowledge?

Terry: Those who most actively out there organizing should be the most actively participating in call

Jeb: Reminder about recording being online for just listening

\*Format Review: \*

Experiential component (2 min per group)

Learning component (case studies, etc)

Action component (support for actions) – build connections between meetings for support

\*Learning Topics & identifying priorities\*

How Effectively Connect with People of Color Led Organizations

Core Leadership

Lynne: How bring in new people

Amie: How to respond to local current events

\*Who can share in future calls?\*

Dotty: Have experience with building base of new people & core leadership

Bridget: can share exciting programs

Carla: can share about organizing in LGBT movement

Terry & Cameron will help lead/coordinate for next 3 months, then want feedback and pass on leadership  
Sharing Experiences

NE

\*Dotty\*: 8 week class anti-racism class at Douglas College, Monthly events in different locations, core leadership meets monthly, one retreat a year

SE

\*Bob Leonard\* – Virginia Tech, diversity committee on college liberal arts & science, pilot project to address retention of faculty of color, looking at systemic change, root out institutional racism

\*Bridget\* – YWCA in NC – eliminate racism & empower women, national day of action: April 30 Stand Against Racism, Governor Declaring State Day, lunch hour solidarity, encourage groups to link to their mission, taking on institutional racism, county school system – racial achievement gap, racist disciplinary project

\*Carla Wallace\* – backlash, showing films, action, is engaging new people, want to reach beyond LGBT, intentional/theoretical study/history

\*Pam\* – Highlander – East Tennessee, Walton county anti-racist task force organizing, how formulate work, highlander working with statement, donors and supporter list

Midwest

\*Z!:\* Groundwork, regular work with building alliance with People Of Color-led Organizations via volunteer, workshop every other year, collaborate with immigrant rights, white privilege conf, social forum as source of base

West

\*Amie\*: Catalyst – Anti-racist education & movement building, Anne Braden program, getting people to sign on to statement, convening happy hour thing using tool/initiative to identify opportunities, national immigrant rights work

\*Paul\* – PJA – office LA/Bay, economic justice focused on low-wage workers of color/immigrants, anti-sweatshop ordinances, working within Jewish communities, hotel workers, get Jewish leadership

\*Carl\* – Sonoma – IMPACT, multi-racial radical youth organization in Petaluma, caucusing, leadership of high school students, countywide network committed to white Anti-racist organizing work w/40 people, working w/immigrant rights/day labor orgs, People of Color young caucus w/in Impact, looking to develop accountability, Tim Weiss coming to speak on campus

\*Lisa\* – East Bay Saturday dialogues, free 3 hr workshop every other month (200 participants), political models from AWARE-LA, cultural appropriation, radical white identity, basebuilding in east bay

\*Alia\* – Oakland - White anti-racist anti-imperialist group, coming out of Anne Braden, continue legacy of heads up collective, volunteer coordination role, exploring basebuilding with us for all of us  
Learning Component – 15 minutes, then Q&A

Jeb interviewing Cameron of AWARE:

AWARE began (6) years ago? – founder met at brotherhood/sisterhood anti-oppression camp for high school students

\*What strategies & tactics do you use?\* – All volunteer staff – hybrid structure  
of non-profit and volunteer orgs for accountability, etc; 12 leaders make full commitment, treat it like a job

Have been doing \*monthly dialogues\* for 6 years – engage people about practice, how to work in communities, to identify new leaders & activists

\*Active resistance\*: the organizing arm, presents at events, participates in coalitions, replenish pool in dialogues

\*E-activism\*: Contribute to shaping/framing public debate, use internet to be more effective

monthly justice alliance – multi-racial, transformative alliance building model for collaboration between POC & white, w/o direct accountability models

Different workgroups for these areas, have distinct leadership

Also a summer institute

\*Major focus\* – undermine growing racist right-wing movement – break bridge between republican and white power movement, can't have white majority silent, it is white people's responsibility, and need to create counter narrative/alternative

Building a US for All of us: "We draw the line at hate" – clarify where the line of hate exists like with segregation; Greensboro project 2010 – looking for spark for national movement, using Obama as engine for broader movement, speaking to groups, participating in actions

\*Key lessons?\*: Give people a specific purpose or else group devolves, need specific strategy, importance of \*training\* people to be effective organizers to gain skills – focus on how to organize within white communities

\*Key challenges\*?: finding people with enough time to do work! 10-20 hour/month commitment – high bar; senior leadership is tired

Activist culture inherent contradiction within community organizing: entitlement (thinking that "want to do work" = "know how to lead"), I am volunteering therefore I deserve to be major part of all decisions; passion is great but need skills!

\*What are key questions you are dealing with?\*: What is most appropriate role for white Anti racists at this time in history – shift from issue based to movement base; if we don't build strong base, how can we contribute properly to multiracial movement on issues

lynne: How \*balance with education w/action?\*: Integrate monthly dialogues with campaigns, role of storytelling, learn to talk about challenges facing us – then talk to friends and family – creating baby steps – not supporting climate of hierarchy, lowering bar about what it means to be "active" to integrate day to day education, you will change climate if people are willing to dialogue

z!: \*What relationships with organizations of color look like as build draw line at hate campaign?\*: AWARE members work with people of color organizations within personal/professional lives (volunteering & jobs); but POC organizations have other priorities and don't want to be involved in every small step, with campaign they say "come to us when you're ready for action," relationships built up over years through personal involvement; AWARE was going to launch campaign in spring & invite those groups more formally – that's the situation specific in los angeles

carla: \*how\* \*support people to stay in work/organization per time & stress\*

general culture of supporting/encourage people when they step back for whatever reason

small steps for new leaders – waiting for them to ask for more responsibility, over time; bimonthly-ish support group for leadership to get to talk about themselves

what was helpful was check-in culture around political process and personal/emotional, buddy system (someone supports you, you support someone)

lynne: \*any ideas on what the next spark of national movement?\* we see things like that when joe stacks (white middle class man) crashes into the IRS building then it's just viewed sympathetically, "ah poor guy" – but if environmentalists burn a building then its ecoterrorism, if it were a Muslim, then terrorist;– but we are not at capacity yet; keeping eyes on immigration as opportunity, meanwhile just building base; Greensboro happened because there was strong bases, what we can do is base build to increase opportunities to create sparks

#### ACTION COMPONENT

Terry: Rights Working Group – Night of a 1000 conversations, can provide materials for having house conversations, etc...

Sharon: Can share individual emails for interpersonal communication? YES

Pam: next general US for All of US call meeting (March 4th – want to do first Thursday of month?) (Basebuilding call –3rd Tuesday of month: next March 16th at 12:30pm!)

send email to Cameron ([struggle@earthlink.net](mailto:struggle@earthlink.net)) to be on workgroup listserv, recording will be online