

## **Tips for Inclusive Organizing**

**Adapted from Rainforest Action Network's Building Alliances**

- In meetings and conversations, encourage everyone to actively engage, listen, speak and act with respect. If people are dominating an argument, point that out to the group and suggest a go around to get more people talking.
- For predominantly white and wealthy organizations: work in solidarity with communities directly impacted by poverty, global warming, and racial inequality. Take your lead from those communities and support their efforts to determine their own futures.
- Prioritize and build relationships with impacted communities and a broad base of constituents across social, economic and political boundaries.
- Listen to, learn from, and amplify the voices of your allies, yet don't expect anyone to be a spokesperson for their community.
- Actively seek feedback and evaluation of your work in order to be more accountable.
- Make formal organizational commitments to non-discrimination. Make it clear in every way possible that your group does not tolerate discrimination in any form and that no actions or speech that will alienate people because of their gender, race, religion, disability, sexual orientation, nationality, or social or ethnic origin will be considered acceptable in your group.
- Pay attention to leadership and who has decision-making power.
- Make decisions in meetings with an established process. This way, even newcomers and people outside of the 'clique' are included and feel ownership of the group and its projects. Explain the process before you start.
- Make sure social events are inclusive. For example, if all of your social events involve substances, you will alienate people who don't drink alcohol off the bat.
- Go easy on the activist-speak! Ensure that all acronyms, activist jargon and references to past campaigns or group members are explained so that nobody feels stupid or left out.
- Avoid inside jokes. As hilarious as they may seem to you, nobody likes an inside joke when they're on the outside.