The 2024 Elections and Beyond:
Fortifying Ourselves, Our Organizations, and Our Ecosystems

TOOLKIT

Building Movement Project
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the 2024 elections – and beyond

Election cycles can be opportunities to deepen community engagement, sharpen narratives, and clarify organizational and movement values. As we head towards the November 2024 elections, how can we prepare ourselves as individuals and organizations to play the right roles, to respond quickly to unfolding events, and to buttress our connections and partnerships?

The *2024 Elections and Beyond: Fortifying Ourselves, Our Organizations, and Our Ecosystems* toolkit from the Building Movement Project offers a series of frameworks and accompanying worksheets for individuals, organizations, and networks to:

- Clarify values and identify roles that benefit the broader ecosystem
- Gather the necessary analysis, partnerships, and tools from our movement "pantry"
- Consider reasons why organizations may want to engage in rapid response efforts
- Explore stances such as Defend, Disrupt, Demand, Document, Discuss, Design, and Deepen
- Fortify our individual and organizational well-being for the months ahead

The toolkit contains frameworks and exercises that the Building Movement Project has utilized in trainings, workshops, and election scenario planning. We hope these offerings can be useful within your organizations and networks.
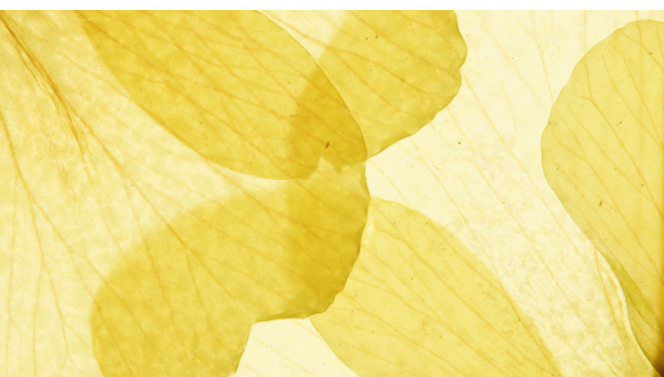
*how might we fortify ourselves,
our organizations, and
our ecosystems?*

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2024 Elections and Beyond Toolkit: What's Inside

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Elections 2024:
Using the Social Change Map to Identify Your Roles and Support Your Ecosystem

The Social Change Ecosystem framework (© Deepa Iyer) can be a useful resource for identifying and organizing our roles as we approach the 2024 elections. The following worksheet includes prompts that can be used by individuals and organizations.

Descriptions and examples of the roles are below:

Builders develop, organize, and implement ideas, practices, people, and resources in service of a collective vision. *Builders pull together groups of people ready to engage in GOTV efforts.*

Weavers see the through-lines of connectivity between people, places, organizations, ideas, and movements. *Weavers make connections between organizations and communities to unite around common policy agendas for candidates.*

Caregivers nurture and nourish the people around us by creating and sustaining a community of care, joy, and connection. *Caregivers offer ways to support community members who often face barriers to vote, such as non-English speakers, elderly voters, or those without access to public transportation.*

Storytellers craft and share our community stories, cultures, experiences, histories, and possibilities through art, music, media, and movement. *Storytellers document the reasons why voting is a vital civic strategy.*

Disrupters take uncomfortable and risky actions to shake up the status quo, to raise awareness, and to build power. *Disrupters plan actions to push their policy demands.*

Visionaries imagine and generate our boldest possibilities, hopes and dreams, and remind others of our direction. *Visionaries remind us that regardless of outcome, we need to stay focused on re-imagining a different, more just and united society.*

Frontline responders address community crises by marshaling and organizing resources, networks, and messages. *Frontline responders provide support to voters who face barriers when exercising their right to vote or when engaging in peaceful protest.*

Healers recognize and tend to the generational and current traumas caused by oppressive systems, institutions, policies, and practices. *Healers provide coaching and counseling support for frontline responders and disrupters taking direct action.*

Experimenters innovate, pioneer, and invent, taking risks and course-correcting as needed. *Experimenters identify new ideas and strategies to change government systems and institutions.*

Guides teach, counsel, and advise, using gifts of well-earned discernment and wisdom. *Guides share lessons learned about how people have historically organized to change systems of power.*

Step 1: Review the social change map on the previous page and a description of the roles (found on page 5).

Step 2 (Values): Place your values in the middle circle of the map. What values are important to you/your organization related to the elections? Examples could include building power, ensuring fairness and integrity of the election process, maintaining democracy, etc.

Step 3 (Cause): What cause(s) and priorities are calling to you/your organizations now? Examples include GOTV efforts and policy asks/demands

Step 4 (Ecosystem): Define your ecosystem(s). There are many formations, organizations and efforts out there. Which formation do you have the capacity to be a part of short term and/or long term?

Step 5 (Roles): Map your role(s) individually and then, organizationally. What are your skills and strengths? What does your ecosystem need from you? What resources, knowledge, tools, or support systems do you need or have access to in order to effectively play their roles?

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Step 6 (Sustainability): Many of us are feeling a mix of exhaustion and anxiety, as well as excitement and energy. Reflect on your capacity – what are you capable of doing right now? Then, identify one daily activity that you can commit to that brings you peace and energy. Finally, reflect on how you can practice community care. Who can you support, and how?

Step 7 (Next steps): Based on these reflections, what are 1 to 3 action steps that you/your organization can take over the coming weeks that are aligned with your values, embody your roles, and support your ecosystem. Include your sustainability activities as well. What's the timeframe for those actions? Who will you be accountable to, and how will you course correct as needed?

Step 8 (Feedback): Invite feedback from guides and peers on your roles and refine actions if needed, moving forward. In what ways did you/your organization show up that supported the broader cause and ecosystem? How can you stay accountable to others and yourself? What might you course correct or refine in the future?

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What's In Your Movement Pantry?

Analyses & Frameworks

Strategies & Practices

Collective Infrastructure

Relationships & Partnerships

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ABOUT THE MOVEMENT PANTRY

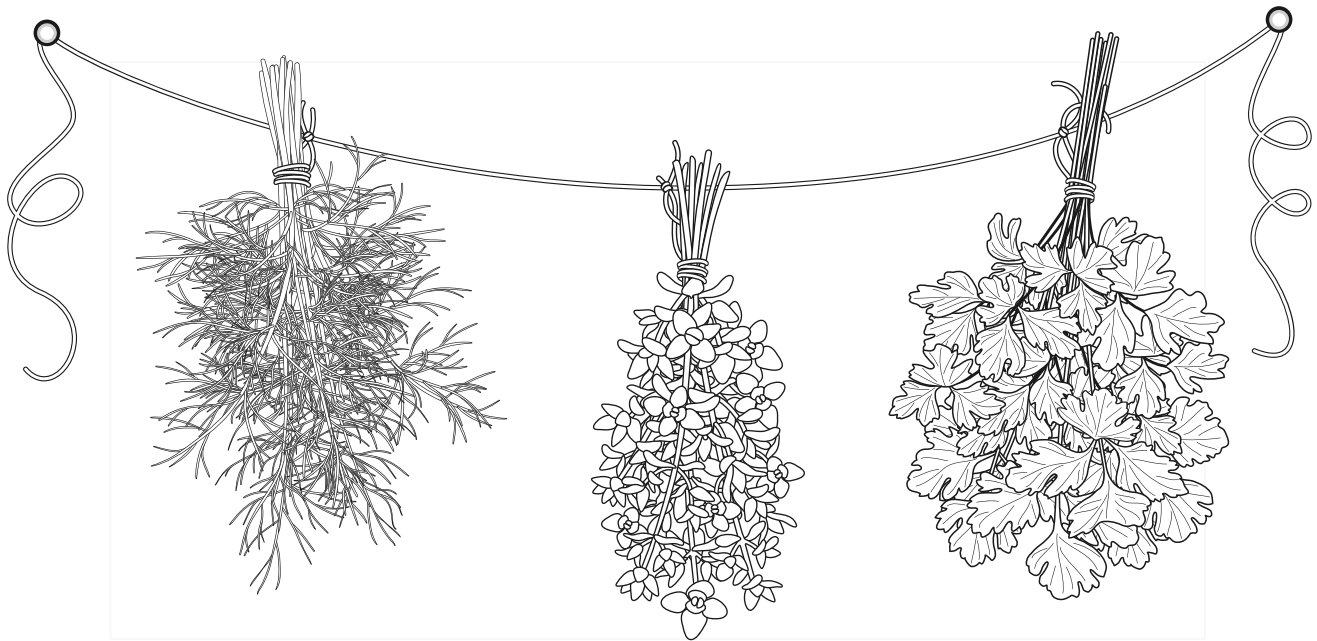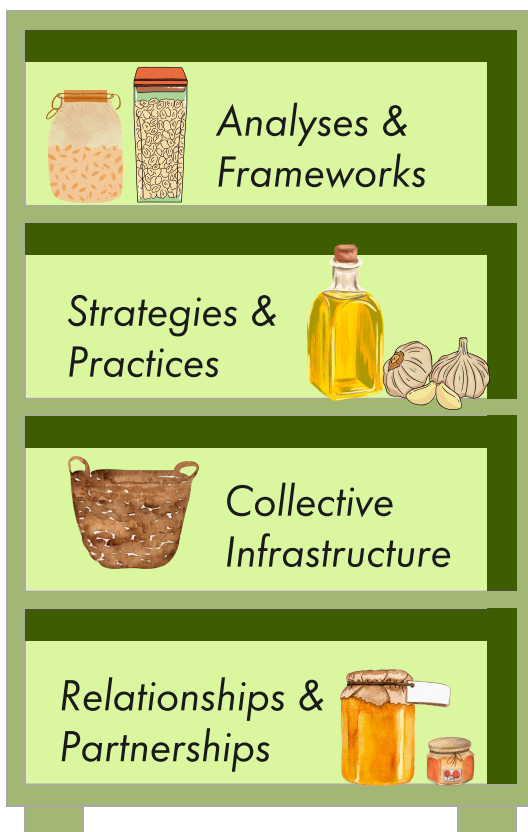|	
Analyses & Frameworks	
Strategies & Practices	
Collective Infrastructure	
Relationships & Partnerships	

The *Movement Pantry* framework and tool were originally developed in 2020 by Deepa Iyer at Building Movement Project and Trish Tchume, a social and racial justice advocate.

While the framework was developed as an offering during beginning of the COVID-19 pandemic, it can also be helpful as organizations fortify themselves and prepare for the 2024 elections (and beyond).

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WHAT'S IN YOUR MOVEMENT PANTRY?

Reflect back on the first few months of the pandemic in 2020. Many of us responded by stocking up on nonperishable foods we thought we might need to see us through the coming weeks (and months). At home, we put away those staple items that would last a long time but continued to build our meals around the fresh food in the fridge. Then, every few weeks, we felt the need to return to the store and get more items for the week ahead. Meanwhile, the pantry we had already stocked stayed full – and sometimes, forgotten.

In movement spaces, we do something similar. We operate from a place of scarcity and smallness that can lead to competition, gatekeeping, hoarding, and defensiveness. We often feel the urgency to invent new frameworks and analyses and to innovate solutions and narratives, particularly in times of crisis. We tend to scold our collective selves for not being prepared enough or organized enough. We ignore or dismiss the lessons we have learned, the relationships we have fostered, and the readiness of the general public to the narratives and ideas we have been building over time.

What might it mean if we operated from a place of abundance and bountifulness?

How can we provide for each other with the harvest and storage that we have been building for years?

For example, the COVID-19 pandemic, the 2020 uprisings for racial justice, the most recent global movements in solidarity with Palestine, and the 2024 election cycle are testing us in ways we could never have imagined. Many of us are naturally seeking out fresh ideas and tools to respond to these unprecedented times. Meanwhile, many of the relationships, institutions, tools, and bold ideas that we have cultivated over the past several years or even decades – our movement pantry, if you will – are revealing their hardiness and their versatility.

What's in your movement pantry?

It might be the place to start to gather the ingredients and staples you stored away for a time like this. You might discover that its shelves contain the building blocks for your sustenance – not just in this moment, but for the long run.

We have developed this framework and tool to help you think about what's in your movement pantry and how you can shape and mold it to meet your goals. Think of your movement pantry as having four shelves: analyses and frameworks; strategies and practices; collective infrastructure; and relationships and partnerships. What exists already that you can bring out and that you can build on? What do you wish to add and how?

Here is a graphic to visualize your own pantry and a worksheet to help you identify what you have, what you can shape and mold, and what you need to stock.

Analyses & Frameworks

Strategies & Practices

Collective Infrastructure

Relationships & Partnerships
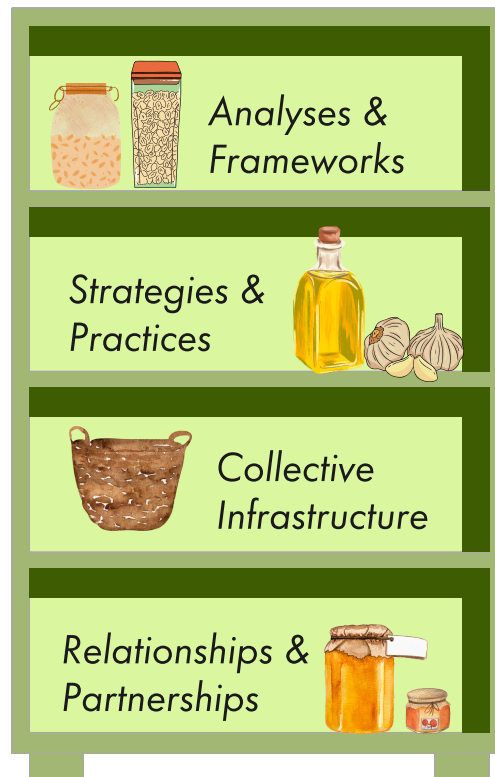
WHAT'S IN YOUR MOVEMENT PANTRY?

First – choose a timeframe that is meaningful to you – since the last election, since the last recession, the pandemic time period, the uprisings for racial justice, or the 2024 election cycle, for example.

Next – choose a goal that you're working on (example: organizing a campaign, doing a teach–in, facilitating a strategy session, engaging in solidarity practice, centering racial equity)

Then – reflect on the four areas: analyses and frameworks; strategies and practices; collective infrastructure; and relationships and partnerships. What are on the shelves of each area of your movement pantry? What exists already that you can bring out, that you can build on? How would you do that? What do you wish to add and how? How can you mold and reshape what you know and have?

After – after you complete the worksheet, put the items you have identified on the shelves of your movement pantry using the graphic, and identify what you are looking to stock and how you'll get there.

## Movement Pantry: Analyses and Frameworks Shelf

How has our vision gotten bigger, bolder, more radical? What are some examples of how we are demanding and moving things that felt impossible before your chosen timeframe? Name who or what helped with that?

What ingredients have we stocked already?

Bold visions about dismantling systems that don't serve us and building new ones

Normalizing what used to be "radical" and "impossible"

Operating from a deeper intersectional analysis (including addressing and confronting our own privileges, and positionalities)
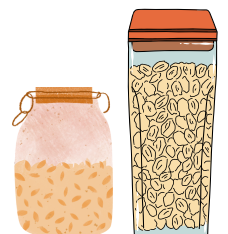
Movement Pantry: Strategies and Practices Shelf

What strategies and practices have we cultivated that make our organizing deeper, more relevant, and more effective?

How have we improved our ability to be in principled struggle with one another? What are examples of moments of tension and disagreement where we figured out how to move forward together?

What ingredients have we stocked already?

Returning to the wisdom of ancestors and mentors

Generative conflict and collective care resources

Transformative solidarity practices

Centering the experiences + solutions of affected community members

Movement Pantry: Collective Infrastructure Shelf

What scaffolding or building blocks have we developed during times of crisis within our organizations and collectives? Are there staff and volunteers who are ready to play different roles?

What ingredients have we stocked already?

Staffing

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Operations

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Community defense, security, and safety

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Communications and narrative

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Movement Pantry: Relationships and Partnerships Shelf

Who is in your ecosystem? Who keeps you accountable, who teaches and mentors you, and who is down to support you? Who do you need to build with and how can you reach them?

Couple this with Deepa Iyer's <u>Social Change Ecosystem framework</u>

What ingredients have we stocked already?

Networks and standing coalitions

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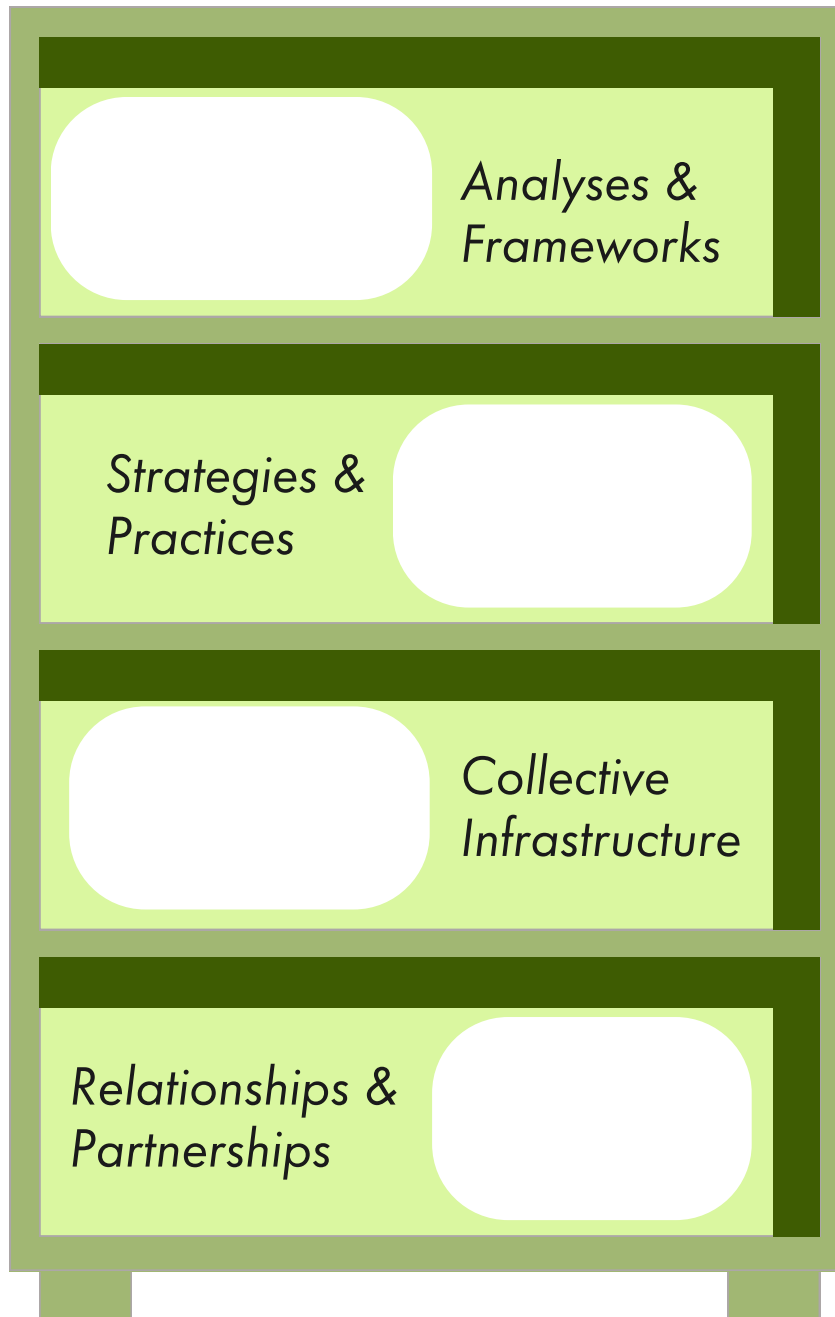Formations that strategically come together around "Movement Moments"

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Our personal squads whom we struggle with and build with

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Who we want to build with to strengthen our ecosystem

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Once you've completed the worksheet, place the items you have on the shelves of the movement pantry graphic and reflect on the following prompts:

- What have you learned about yourself through your movement pantry?
- What can you use right now to meet your goals?
- What else do you need to stock? How will you stock (via learning/practice/mentorship, etc.?)
- What can you share with others?
- What are two next actions you might take?

Analyses & Frameworks

Strategies & Practices

Collective Infrastructure

Relationships & Partnerships

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Rapid Response Decision-Making Tool

PART ONE:
## REFLECTIONS PRIOR TO ENGAGING IN RAPID RESPONSE

Before engaging in rapid response, especially when responding to incidents of violence in the community or nationally, organizations might consider the following questions to assess whether and how efforts are aligned with their mission, capacities, and the community's needs. Here are some preliminary questions. Feel free to add additional ones that might be aligned with what your organization and/or community needs.

Mission and Relevance
- How does responding to this incident align with our organization's mission and values?
- Will our involvement make a meaningful difference in the situation or with our community? If so, how?
- How might this rapid response moment build our long-term collective power?

Capacity and Resources
- Do we have the necessary resources (financial, human, material) to respond effectively?
- How will our involvement impact or compromise our ongoing projects and commitments?
- Who from our organization will take the lead in coordinating our rapid response? Who else on staff will work with them, and what are their roles?
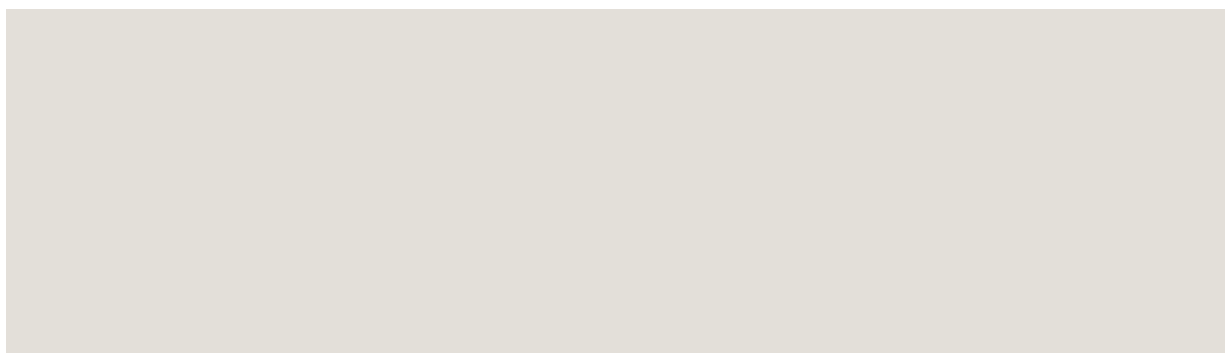
Impact and Outcomes

- What specific outcomes do we hope to achieve by responding to this crisis?
- How will we know we are impactful?

Community Needs

- What are the immediate and long term needs of the community affected by this violence?
- Have we consulted with community members or leaders to understand their perspectives and needs?
- What more do we need to know before we respond ?

Collaboration and Support

- Are there other organizations or agencies already responding to this incident with whom we could collaborate? If so, who?
- How can we support existing efforts without duplicating services or causing confusion?
- Are we prepared to navigate conflict when it arises? If not, what do we need?
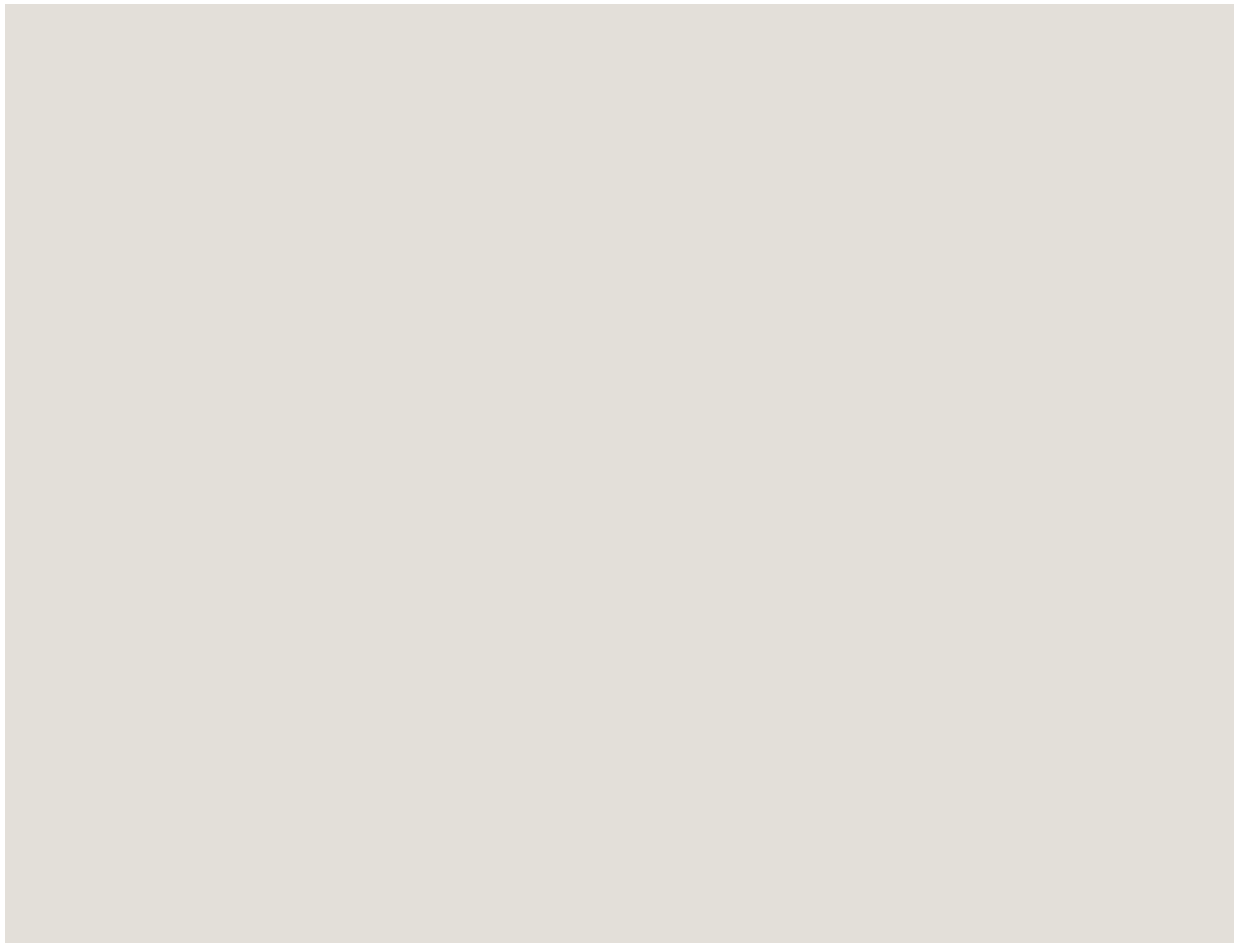
Safety and Security
- What are the potential risks to our staff, volunteers, and community members from our involvement?
- How can we minimize these risks and ensure the safety and security of all involved?

Communication
- How will we communicate our actions and involvement to stakeholders, including the community, donors, and partners?
- Are we prepared to handle media inquiries and public interest in our response?

Sustainability
- If the response requires a long-term commitment, how will we sustain our involvement?
- How prepared are we to adapt our response as the situation evolves over time?
- How will our involvement impact the sustainability of staff, volunteers, board etc?
- What physical, emotional, and/or spiritual practices do we need to be in to support our sustainability?
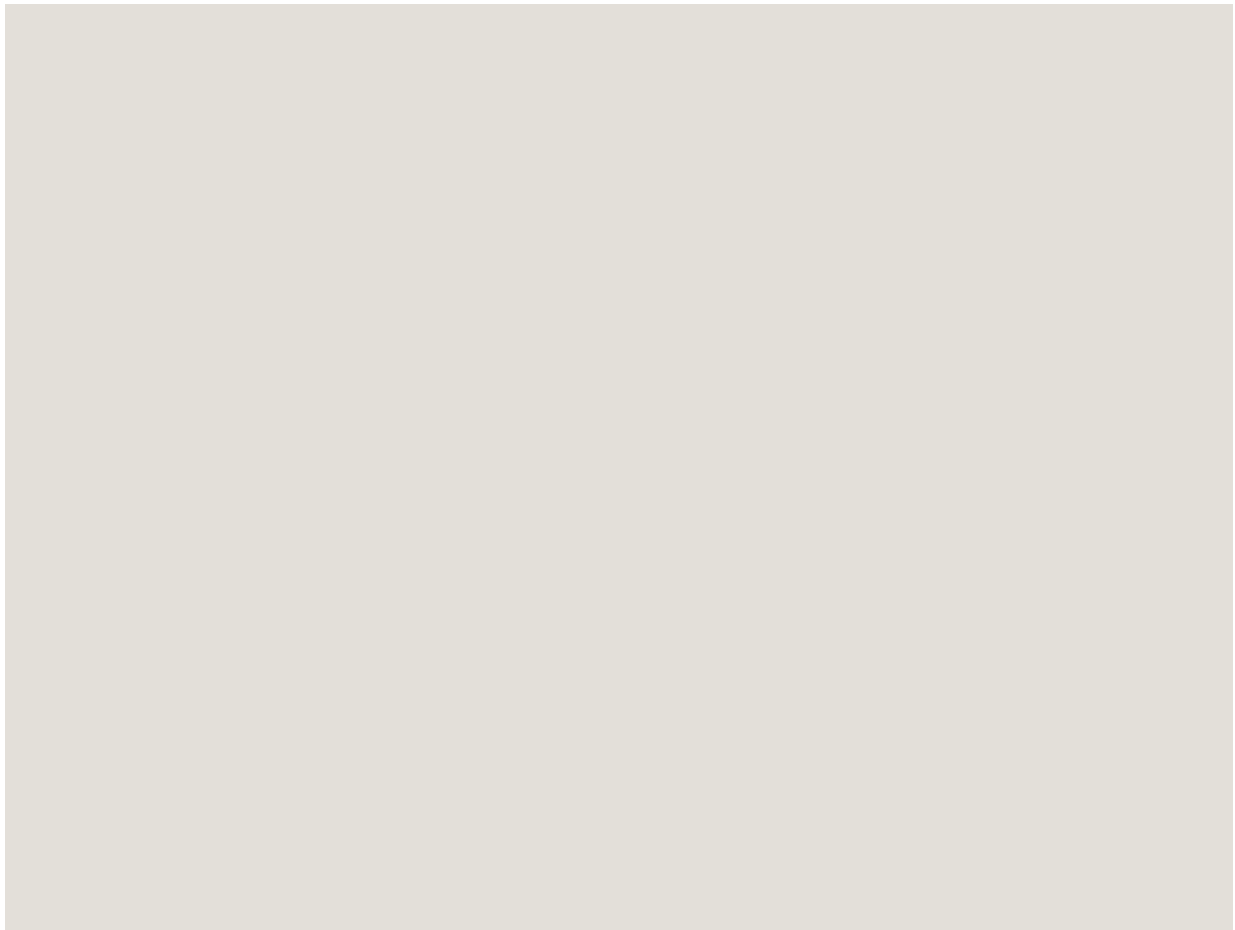
Legal and Ethical Considerations
- Are there any legal implications of our involvement in this response?
- How do we ensure that our response adheres to ethical guidelines and respects the rights and dignity of those affected, including our staff, volunteers, and board members?

Completion
- How will we know when we are complete?
- How will we reflect on and integrate lessons learned?
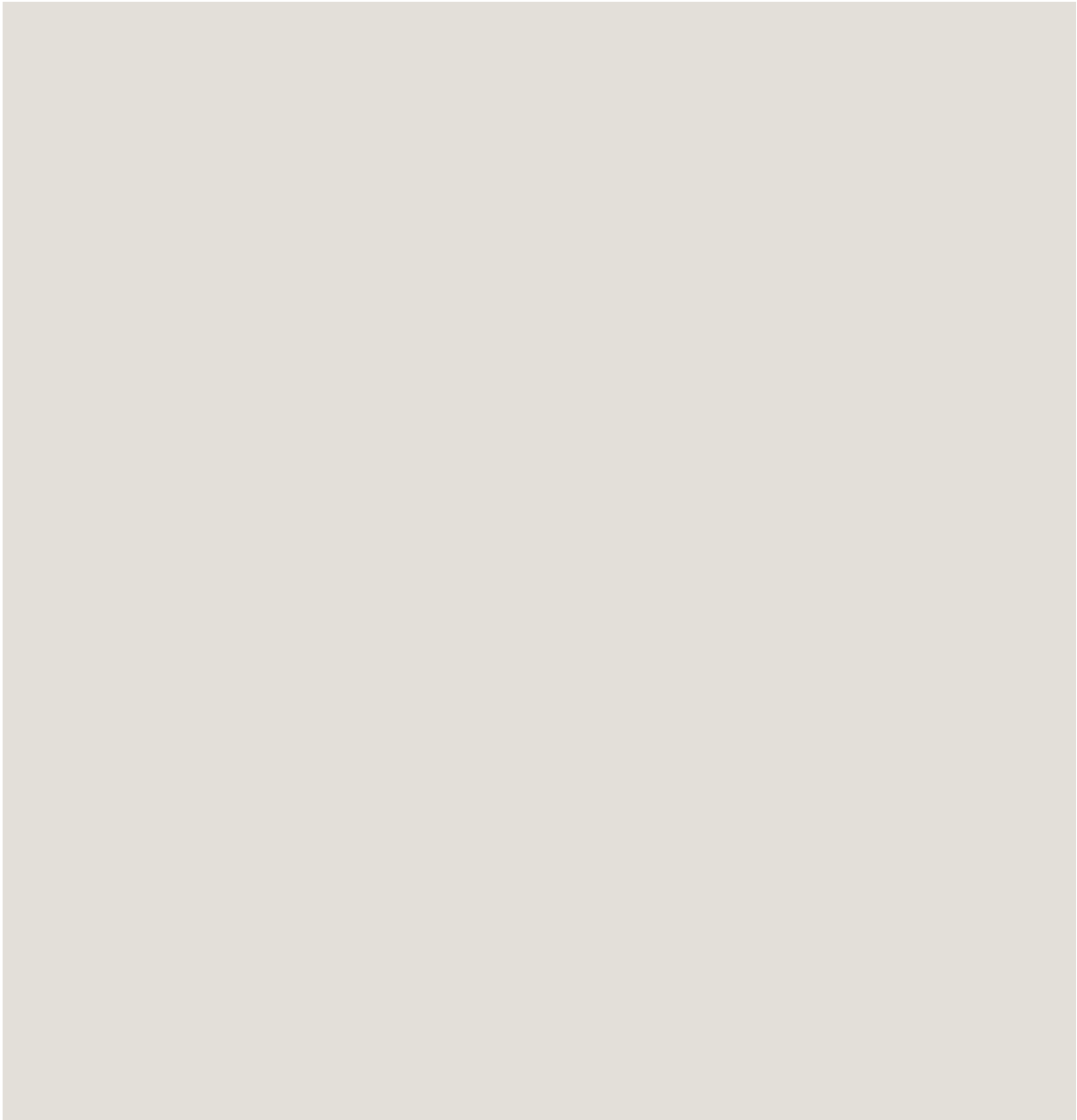
Below are seven rapid response strategies that may be required during three timeline phases:

✅ from now until the election

✅ from the election to the inauguration

✅ from the inauguration through the first 100 days

Defend

Build and provide community defense strategies for our communities and for our organizations, such as mutual aid networks and care infrastructure;, Know Your Rights materials in-language; legal resources and representation; litigation; and security/safety measures for our organizations.

Disrupt

Mobilize and organize community members and partner groups via direct actions, protests, joint statements, dissent, and digital advocacy.

Demand

Advocate for community and movement goals and declare collective asks for policy and systems change

Document

Consolidate and share community impact stories, case studies, research, and recommendations intended to move various stakeholders

Design

Experiment with new strategies and tactics for community outreach, advocacy, mobilizing, healing, and visioning

Discuss

Share and shape narratives emerging in community and public media, online, and via community conversations

Deepen

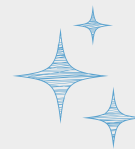Buttress our ecosystem by coordinating our work, strengthening our partnerships, and connecting our organizations and communities with each other
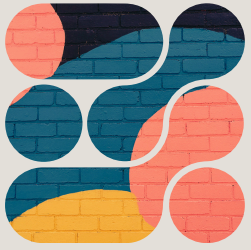
Ecosystem of Well-Being: 2024 Elections

Election cycles can be intense, uncertain, and volatile, making it challenging to sustain ourselves and our work for the long term. This tool provides a framework to navigate these challenges by intentionally developing sustainable practices across three areas: individual, organizational, and community. It guides individuals and organizations in reflecting on their current practices, identifying what drains and restores their energy, and intentionally developing strategies to prevent burnout.

As you use this tool, feel free to re-imagine, experiment, and assess what works best for your unique ecosystem.

2024 Elections: Ecosystem of Well-Being

Organizational Practices
- Material support (time, funding) for mental health
- Practicing generative feedback and conflict
- Naming and dismantling white dominant cultural norms
- Building a culture of trust, safety, healing, and sustainability
- Well-being committees
- Flexible leave
- Developing care infrastructure
- Celebrating wins

Communities

Organizational
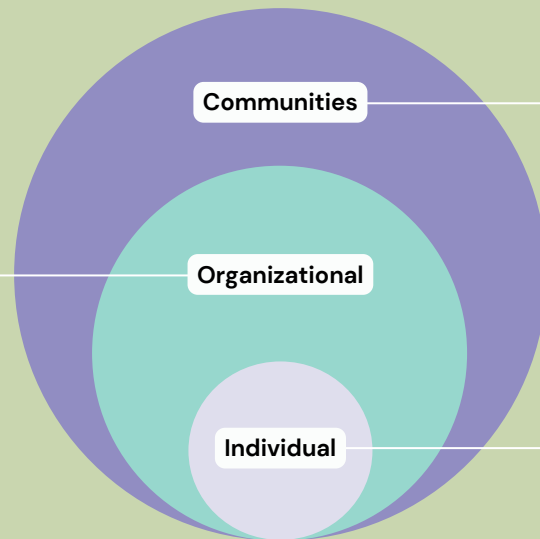
Individual

Communities of Support
- Healing and joy spaces
- Relationship building
- Coaches
- Education and skills development
- Peer Support
- Mentors

Individual Practices
Self-care, rest, reflection, creativity, joy, setting boundaries, clarifying own roles

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As you consider the ecosystems you are part of...
- which **individual practices** have you already developed? What individual practices can be added or strengthened?
- what **organizational practices** exist at your organization? Which practices would you like to see more of and/or have the power to introduce or develop?
- who or what is part of your **communities of support**?

Developing Individual Practices of Sustainability

Look for Patterns: Accept that your personal cup will become empty. Reflect on who, why, and what drains your cup. What aspects of the election cycle cause you the most stress and drain your energy?

Cues and Clues: What cues and clues let you know when you are approaching maximum capacity? How do I know when my stress levels are becoming unsustainable?

Prepare: What practices can you lean on to fill your cup? (e.g. (re)align my roles; ask for support from supervisor; find community support; seek professional support; set boundaries around media consumption)

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Developing Organizational Sustainability

Reimagine organizational culture: What practices will ensure we fortify our work and relationships?

Pilot and Assess: What temporary changes can we implement to reduce staff stress and center sustainability during this time? How can we encourage and normalize open discussions about election-related stress and burnout?

Reflect and Pivot: What worked? What should shift? What support do we need?

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Developing Community Support

Who are the specific people or groups that I can lean on for emotional support and grounding during and after this election cycle? What lands and ecosystems of nature can nourish me and us during this time?

What practices can I develop to maintain generative boundaries while still engaging with others in my communities and organization about the election in a way that nourishes rather than drains me?

Complete your own ecosystem of well–being below based on the practices and ideas you identified on the previous pages.
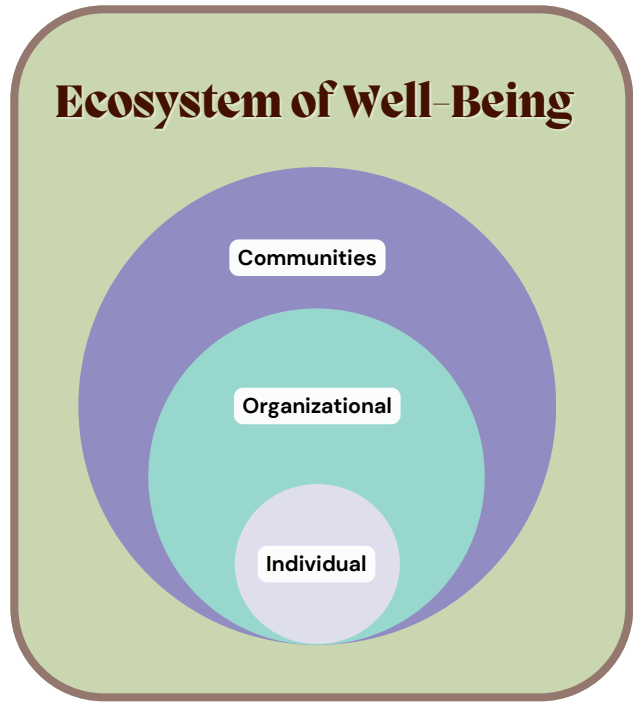
Ecosystem of Well-Being

Communities

Organizational

Individual

Communities of Support

Organizational Practices

Individual Practices

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Resources

Ecosystem of Well-Being: Related Resources

- Communities of Care, Organizations for Liberation via TransformHarm.org
- NYC Transformative Justice Hub
- Grief Belongs in Social Movements. Can We Embrace It? Malkia Devich-Cyril
- From A "Culture of Unwellness" to Sustainable Advocacy, Satterthwaite, Knuckey et al, Human Rights Resilience Project
- Human Rights Resilience Project
- On The Frontlines: Nonprofits Led by People of Color Confront COVID-19 and Structural Racism, Building Movement Project

2024 Elections: Broader Resources from Partner Orgs and Funders

- The Janisha R. Gabriel Movement Protection Fund (MPF) moves resources rapidly and securely to protect frontline organizers facing immediate security threats, while investing in longer-term safety infrastructure. Learn more and apply for support from MPF and the Solidaire Network.

- The Mapping Systems of Collective Care toolkit from Interrupting Criminalization emerged from their cohort of over a dozen organizations working in community safety coalitions in Miami, Durham, NC, Seattle, Milwaukee, Phoenix, Minneapolis, and Atlanta. The toolkit shares resources for folks organizing around community-based approaches to building safer communities free from the violence of policing.

- The Electoral Safety Toolkit from Vision Change Win offers best practices, templates, and questions for progressive electoral organizers to consider in the months leading up to a national election in the U.S.

About the Building Movement Project and SolidarityIs

The Building Movement Project supports and pushes the nonprofit sector to tackle the most significant social issues of our times by developing research, creating tools and training materials, providing guidance, and facilitating networks for social change.

An initiative of the Building Movement Project, Solidarity Is generates tools, trainings, and narratives to facilitate transformative solidarity practices for movement building organizations and activists who are invested in meaningful social change.

We offer workshops to organizations, coalitions, and networks that are committed to social change, solidarity, and movement building, and are looking for language, resources, tools, and frameworks to strengthen their practices.

If you have questions about this toolkit, or if you're interested in partnering with us for a workshop or training related to the resources within, please reach out to us at SolidarityIs@buildingmovement.org. You can also stay connected to us on Instagram @BuildingMovementProject.