

# Creating the Collective: 1-on-1 Conversations

## **Community Organizing:**

Bringing people together to collectively generate courage, knowledge, and confidence to see oppressive systems and take action.

*-Chenjerai Kumanyika*

## **1-on-1's:**

A tool to get to know each other through conversation and storytelling, and to identify interests and common ground for engagement.

## **Self-care:**

Intentional acts that nourish a person's physical, emotional, and spiritual needs (ex. nutrition, therapeutic tools, breathing).

# Creating the Collective: 1-on-1 Conversations

An organizing conversation has specific goals:

- **to identify the issues this person cares about**
- **to connect them to a plan of action**
- **get consent from this person to commit to participating**

This structure is called a rap.

## 1-ON-1 IN 5 STEPS

1. Make Space for a real conversation

2. What moves you?

identify the issues, where's the anger?

3. Empathize-Connect-Trust

share your story, who's responsible for our oppression?

4. A Plan to Rise Up: give inspiration!

there's a plan, share examples of successes

5. Ask: Reach for commitment

if ready, share urgent need for solutions...can you take action?

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Before 1-on-1:

- Get ready to connect with a potential comrade in the fight!
- Take deep breaths, stretch, make a cup of tea, and get present
- Keep the conversation organic, it's not an interview

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## **Make Space for a real conversation, deep listening & empathy**

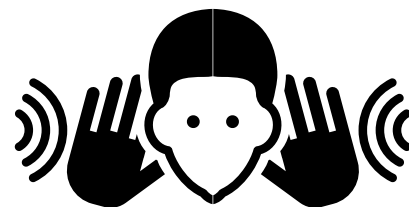
- Be an active listener (80/20): see [LaborNotes](#) handout
- Keep the purpose general and open-ended, learn their concerns. Use open-ended questions.
- Be aware of triggers, make sure you're fully present, be gentle & kind, center their voice

### **Closed question = Yes/No**

- "Do you like where you work?"

### **Open Question**

- "What do you like about your job?"



# Creating the Collective: 1-on-1 Conversations

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**What moves you?**  
**identify the issues, where's the anger**



*Shatter the Fear: create safer, braver, healing space for channeling anger & trauma responses*

- Discover what most upsets them about the workplace/life. We have permission to be angry!
- Have you witnessed/experienced harassment & discrimination? Remember common tactics used by harm-doers: divide & conquer, coercion, victim-blaming, gaslighting, etc.

Connect to [coping tools](#) & remind them feelings might come up after call (breathing, affirmations, safety plan, etc.)

Remember that this conversation is confidential, you are not allowed to share personal information.

# Creating the Collective: 1-on-1 Conversations

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**Empathize-Connect-Trust**

share a ***brief*** personal story,  
who's responsible for our oppression?



*Learn what is affecting them the most in regards to work, do you relate? What could you share connected to the issues this person is sharing with you?*

- Who is responsible for this problem?
- Why do you think we are having this problem?
- Who's in a position to fix it?
- What support do you need? What would help you to thrive at work?

We want this person to realize that:

- **they care about a problem**
- **There's a decision maker who has the power to fix this problem**
- **The decision maker won't fix it until someone encourages them to**

If they want this problem to be fixed, they can join you and others to take action.

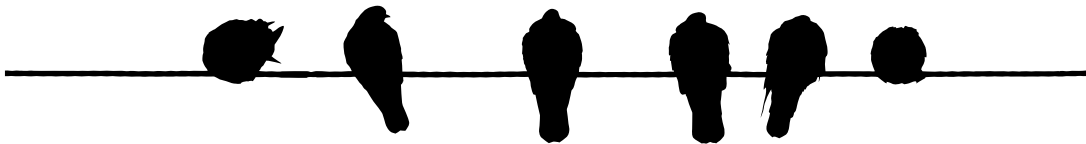
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## S T E P 4

### A Plan to Rise Up: give inspiration!

- Now that the person is angry, its time to offer some hope.
- Hope comes from our power in numbers and an achievable plan.
- What inspires YOU? share examples of success
- What are the changes YOU want to see?
- What superpowers (skills) do you want to contribute?
- Would you like to chat again? Attend a future meeting?

- Think about what the boss or the city government would say about your demands.
- How would we respond to that as a collective?
- We have power in numbers and a plan to succeed, that's how we make our problem into the decision maker's problem.



# Creating the Collective: 1-on-1 Conversations

## S T E P 5

### Ask: Reach for commitment

*If ready, ask the person to be part of the solution by taking a specific action*

- Remember we CAN change the industry!
- Sometimes we fear that if we speak up, we'll risk losing what little we have.

- Connect with the fear (care for the trauma)
- Support the way out (empowerment, know your rights, we're stronger together)
- Assign a next step & self-care!



### After 1-on-1:

- If interviewee is excited, create an assignment, such as, "come to this meeting," "research on a specific issue," "record a moment of inspiration or abuse," and other examples that could facilitate the conversation or a future meeting with you/group
- **Follow-up** with a thank you text or call if appropriate