

1. Introduction 30 minutes
  - a. Keep to timed 1 minute introduction
  - b. People will mimic first intro, so have a buddy go first
  - c. Set ground rules
  - d. Find some volunteers to keep time and take notes
2. What is direct action? 30 minutes
  - a. Why do you use direct action?
    - i. Announcement/Alarm—Make seen the unseen
    - ii. Re-enforcement/Re-emphasis
    - iii. Punctuation/Maintain interest/ Anniversary
    - iv. Escalation
    - v. Morale; Fun!
  - b. Where do you use direct action?
    - i. At the point of Decision
    - ii. Destruction
    - iii. Consumption
    - iv. Potential
    - v. Assumption
  - c. Spectrum role play**
    - i. Set up two axis: non-violent to violent; effective to ineffective
    - ii. Visual cues
    - iii. Stay neutral! No debates! No incriminating conversation!
    - iv. Scenarios:
      1. Painting over billboard
      2. Candlelight vigil at CEO's office
      3. "" lawn
      4. ""fake blood on CEO's hands
      5. Cream pie
      6. Pick up tear gas canister, throw it back at police
      7. "" there is a child in danger next to you
      8. Sugar in tank of logging equipment (say "this will destroy the vehicle)
    - v. Ask questions of participants: Why did you move? But is it effective?
    - vi. Goal: The movement in general can have differing opinions, but *you and your affinity group need to be on the same page.*
3. History discussion 15 minutes
  - a. Popcorn
    - i. Olympics 1968
    - ii. Women's suffrage
    - iii. GM strike
    - iv. Underground railroad
    - v. Emma Goldman

4. Affinity group model 45 minutes

- a. Popcorn: What is an affinity group?
  - i. 3-8 people
  - ii. usually consensus project
  - iii. May not agree on everything, but have affinity on some basic issue. i.e. “Lets work together to pie CEOs that we’re both interested in.”
  - iv. How do you form an affinity group?
    1. Trust
    2. Try doing an easy, fun action first, see how it is working together
    3. Form buddy system for actions that are “hot” (could be touched upon in ‘roles’ section)
- b. Roles:
  - i. Pre: Legal team, research, recon/comms, outreach, logistics and support, fundraisers, prop/banner making, media outreach
  - ii. During: Arrestees, direct support, cop counselor, media on and off site, vibes watch, video, video support, communication, scout, medic, worker liaison, wingnut watch/de-escalator, protest mc/handouts/signs, gear/food, runners, legal observers, jail support, re-convener
  - iii. After: Legal, debrief, media, fundraisers, public speakers
- c. **Wind in the Willows role play**
  - i. Ask who is comfortable with trust games
  - ii. Set up group in circle with comfortable person in middle
  - iii. That person is the arrestee
  - iv. The people outside are affinity roles
  - v. Eyes close stiff as a board
  - vi. Gentle rocking, no pushing
  - vii. Ask, what would happen if one of you was removed? But don’t allow the person to be dropped under any circumstance.
- d. Fanny Pack:
  - i. Ductape, compass, laminated map, rain gear, change of wool sox, layers, fire starter/matches, pen/paper, water proof boots, first aid, headlamp, hankie, food/water, personal (ie. Tampons, medication), gloves, knife, emergency blanket, parachute cord, extra batteries
  - ii. Do a demo!
  - iii. How about in the city?

<http://oaklandlocal.com/article/what-bring-protest-may-escalate-community-voices>

5. Listening exercise 10 minutes

- a. Choose buddies
- b. What are your fears about direct action? 1 minute
- c. Person b. repeats back what person a. says
- d. Debrief:
  - i. What was it like listening?

- ii. What was it like to talk for a full minute
  - iii. What was it like to hear back from the other person?
  - iv. Do this in your affinity group!
- 6. Conflict management 45 minutes. In discussion, ask, “how do you speak with someone who is upset with you?”
  - a. Tools for conflict management:
    - i. Identify leader in the group, ask them for help
    - ii. Make yourself human
    - iii. Deflect—talk about something you both might not like.
    - iv. Listen, don’t lie
    - v. Woman/man team
    - vi. (Woman) match tone loudness, then bring down your voice. They will likely mimic you.
    - vii. Workers hands up in a non aggressive way
    - viii. De-escalate!
    - ix. Don’t bring in global/political analysis
    - x. Don’t allow blows to strike, protect your vulnerable team members.
    - xi. Don’t apologize for being there, but do express sympathy for their situation
    - xii. Cops are different! Conversation with workers can be positive, but not with cops.
  - b. Hassle line: (Do first?)**
    - i. Make two lines facing each other so that each person has a partner
    - ii. Part one arms linked. Activists arms linked, loggers trying to break through to get to trees. Express urgency of the situation for both sides.
    - iii. Part two. Sides switch. Arms unlinked. Activist trying to pass off petition to a CEO at the country club.
    - iv. Ask: What worked? How did it feel? Discuss differences in two scenarios.
- 7. Consensus 30-40 minutes
  - a. Define consensus. Popcorn, synthesize response. Other decision making processes.
  - b. Benefits: creative effective collaborative. Creating “buy-in.” Safer space where people can speak up. Fighting the isms.
  - c. Disadvantages: takes a long time.... Etc.
  - d. Roles:
    - i. Choose facilitator
      - 1. Rotate facilitator.
      - 2. Ask for consent to facilitate
      - 3. Sometimes bring in external facilitator
      - 4. Facilitator should be detached, switch off if there is too much personal investment in the issue
    - ii. Time keeper

- iii. Note taker (when appropriate)
- iv. Vibes watch
- v. Stack
- e. Process:
  - i. Proposal
  - ii. Clarifying questions
  - iii. Discussion
  - iv. Amendments
  - v. Test for consensus
- f. Hand signals:
  - i. Thumbs up
  - ii. Stand aside
  - iii. Block (DISCUSSION. How to keep it from being abused). The idea of 3 lifetime blocks, or should I/they actually be in this group?
  - iv. Also: point of information. Question. Point of process
  - v. Tips: time limits. Keep agenda small. Do a go around if the room is getting too quiet. Allow for passes. Too many people: everyone gets 2 pennies, or raise a fist if it is your first comment.
- g. **Consensus role play:**
  - i. Group 1 dictator, G2 voting, G3 Consensus. Give a scenario. What happens? Discuss
  - ii. Timed decision with an observer circle outside the meeting circle. Switch up groups, decrease times.

## 8. Legal

- a. Have a liaison who communicates between police and protesters. Make sure they have a confident understanding of know your rights.
- b. Have a jail support number set up ahead of time, have participants—even those who don't plan on getting arrested—write the number on stomach or leg. Research local jail and make sure your jail support number will work! If resources exist, have contact with a lawyer ahead of time so that you are prepared for arrests.
- c. At the action
  - i. Level one: initial interaction. Qs: Am I being detained? Am I free to go? You do not have to provide identification at this point unless you are in a motor vehicle (depends on state).
    - 1. If you have the option to walk away, do!
    - 2. If not, be cordial but *don't talk more than you have to*. Don't allow opportunities for incrimination or psychological profiling.
    - 3. Protect your friends who are in lockdowns or other precarious positions.
  - ii. Level two: Detained.

1. You are legally required to provide identification at this time, though your name and date of birth will suffice. Do not give false information.
  2. Say “I do not consent to search.”
  3. If they say they have a warrant, ask to see it.
  4. Do not physical resist search, but repeatedly announce that you do not consent.
  5. Do not speak any more than you need to.
  6. Police are allowed to lie to you.
  7. Don’t run away.
  8. Ask for the name and badge number of the officer. Record any notable details.
- iii. Level three: Arrest.
1. Do not say anything without speaking to your attorney.
  2. Do not talk with fellow arrestees about the nature of your arrest. Someone may be listening.
  3. Inform your jailers of dietary and medical needs.
  4. Ask for your phone call. Call jail support or your lawyer.
- iv. Next step: Plead not-guilty at your arraignment and ask for a court-appointed lawyer, unless you or your group has contact with a pro-bono lawyer. Stay in touch with your lawyer!
- d. Plan a know your rights training in your community.
  - e. Trauma/Emotional preparedness.
9. **Final role play.** At least 45 minutes
- a. Train cop, media role to respond well if participants are playing roles correctly
  - b. Set boundaries
  - c. Set scene
  - d. Make scenario relevant
  - e. Clearly define roles
  - f. Ask after: What worked well? What could have gone differently? **BE POSITIVE!**
10. Closing circle. Two roses and a thorn.

Toolbox:

- Etc.
  - Count to 30 before jumping in to answer a question
  - Go around the circle if the group is too quiet, allow for passing
  - Popcorn
  - Use a buddy break-out to talk with problem person.
  - Boundary setting
    - I feel...
    - When you... (Identify specific behavior)
    - Please stop.
- Activities/energizers

- Mingling questions
  - Start walking
  - First person you see, stop and shake hands
  - Ask a question that can't be answered in one word
  - Switch
- “All my people who”
  - Like “a great wind blows
  - Keep on activist related issues
- Sentence completion
  - You'll be glad I'm your buddy b/c
  - A way I might need support in this workshop is
  - How I might resist this support is
  - How you can support me anyways...
- Outside resources
  - Catalyst project (anti-oppression)
  - Team liberation Corvallis (“”)
  - Movement generation (more energizers)
  - You can't kill the spirit (book about DA history)
  - Re-Colonizing the revolutionary mind (?)

**MATERIALS to bring to workshop:**

**Elliott primers**

**Sample fanny pack**

**Large pad of paper/ markers**

**Note sheets/ ballpoint pens:**

**Why use direct action**

**Where to use direct action**

**Affinity group roles**

**Fanny pack contents**

**Consensus roles, hand signals, process**

**CLDC know your rights pamphlets**

**Useful links and resources**