

TP MOBILIZATION Structure and Process Proposal--

December 11, 2016

Welcome! We have a dozen+ amazing committees & working groups doing important work!! In order to help all of the working groups coordinate and collaborate, and in order to help the huge group of TP Mobilization come to group decisions about budget, expenses, direction, projects, collaboration/overlap, and how to coordinate amongst all of us, we are proposing a process and structure for TP Mobilization to use.

This proposed process and structure is a SPOKESCOUNCIL model. In a Spokescouncil, each working group/committee has a designated person who rotates (committee members who agree as a group who is to represent them at each spokes council meeting). Group decisions for the entire TP Mobilization are made by the Spokespeople at the Spokes Council. If there is a decision needing discussion or input, the Spokesperson can convene with their committee/working group to discuss it and send a Spokesperson who can represent that discussion at the next Spokescouncil meeting. This can also be done real-time in a big meeting, whereby the spokes person can turn to the assembled members of their committee to caucus and discuss and then return to the Council meeting for a decision.

It is our goal to share power, and to lead collectively with a consensus model.

RESOURCES/Background definitions:

UK group Seeds For Change, info about "Affinity Groups" and Spokescouncils: [HERE](#)

Affinity groups, quick consensus decision making and spokescouncils have one thing in common. They all offer a liberating way of organizing – anti-hierarchical, participatory, supportive, directly democratic, empowering, sustainable, creative... Liberating because you work as equals, and liberating because of the things you can achieve together. This is all about creating a world where we don't need leaders and laws. It's about direct democracy. If you also use affinity organizing to plan and carry out effective direct action or events, you'll be a good step along the way to creating a better world, inside and outside of your group.

what's a spokescouncil?

A spokescouncil is a space in which affinity/working groups communicate and coordinate about their distinct activities and make joint decisions as necessary. All affinity/working groups are welcome at spokescouncil meetings.

The types of decisions made at the spokescouncil will be decided on by the group, and may include: coordination of activities, decisions on spending money or using resources or timing of events; communication systems; rapid response protocol, etc.

Spokescouncils are open to all members of all affinity groups and all present may speak during discussions, but final decisions are made by "spokes", one from each group. During the meeting, spokes can check-in constantly with members of their group to remain accountable.

what's an affinity group/working group?

An affinity or working group is a small group of people who come together to prepare for and take direct action and/or agree to work together on specific issues over time. Working groups are organized in a nonhierarchical and autonomous way, there are no hierarchical leaders-- everyone is encouraged to share leadership roles-- and everyone has an equal voice and responsibility. Sometimes, these groups are formed just for one action, but often they are ongoing groups that organize and take part in action/events/support work over a number of years. Affinity and Working groups work best when people have something in common (the 'affinity' bit). This affinity might be where you live, the issues you want to campaign on, the tactics you want to use or a particular skill you have to offer (e.g. action medics), or a mixture of all of these.

what's a formal consensus process?

Consensus Decision-Making is a process for groups to generate widespread agreement in a way that respects the contributions of all participants.

Consensus decision making is a process used by groups seeking to generate widespread levels of participation and agreement. There are variations among different groups regarding the degree of agreement necessary to finalize a group decision. The process of group deliberation, however, has many common elements that are definitive of consensus decision making. These include:

Inclusive*Participatory *Collaborative* Agreement Seeking: *Cooperative

More info [HERE](#)

PROPOSAL:

For TP Mobilization, we are currently organized by Working Groups (which are akin to “Affinity Groups”,see above) and have been discussing how to communicate, share information, encourage and equalize participation, and make decisions that affect multiple WG’s. One effective and egalitarian method to use is the Spokescouncil model, where each group designates someone to attend and represent them at these coordination Spokescouncil meetings as an “Empowered Spokesperson”-- aka the spokes.

Each WG will have the autonomy and responsibility to define the parameters of the work they take on (and also what they do not do) and the process they use internally. The Spokescouncil will operate by collective decisionmaking process (suggestion:formal consensus process, see above) and that we actively build our capacity to facilitate consensus decisionmaking through training and support.

The Spokescouncil would meet at a regular time (potentially 1/month) and each WG would send at least one Spokes to attend and participate in decisions; everyone else is invited but not required to attend. If there are critical decisions that need to be made at the Spokescouncil that have not been vetted/discussed at prior WG meetings, then everyone would be encourage to attend or have a process by which they could respond quickly to proposals (could use email, text loops, conference calls, etc to have virtual immediate participation, for example.) Alternatively, there could be an interim meeting called btwn the monthly Spokescouncils if needed to move a decision-- or online tools like GlassFrog or others could be used, or a minimum number of the Spokescouncil representatives would have to be consulted and sign off on a decision. This ‘rapid response’ or emergency decisionmaking mode would be set up and agreed to by the Spokescouncil.

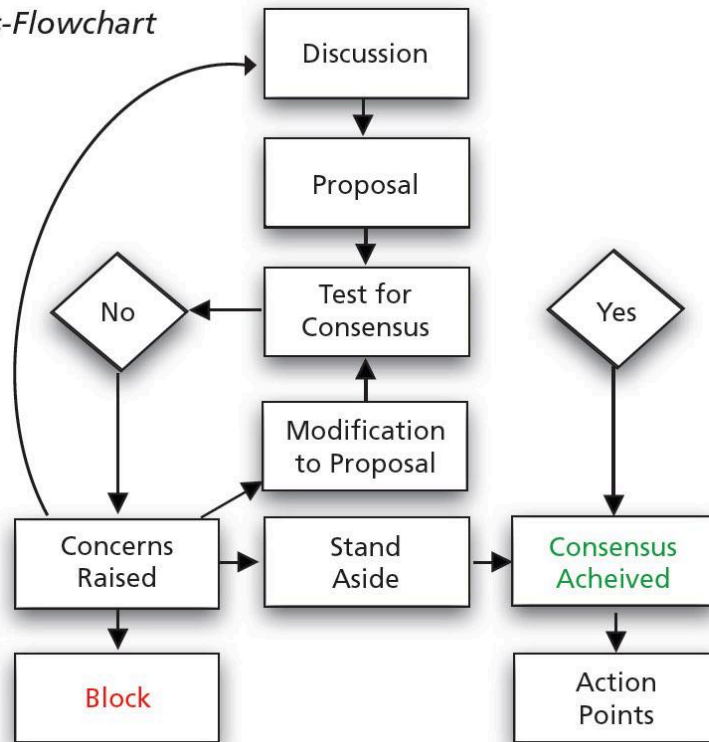
As well, all new business or ideas would come from the WG's-- so every idea would be vetted in a WG, supporting active involvement in the work of the groups rather than outside intervention. Proposals could be outside of a specific WG's stated job description but could still come up thru that WG to the Spokescouncil if need be, or that WG could pass the proposal to the WG that would be more appropriate if possible before the Spokescouncil, for example.

CONSENSUS FLOW CHART:

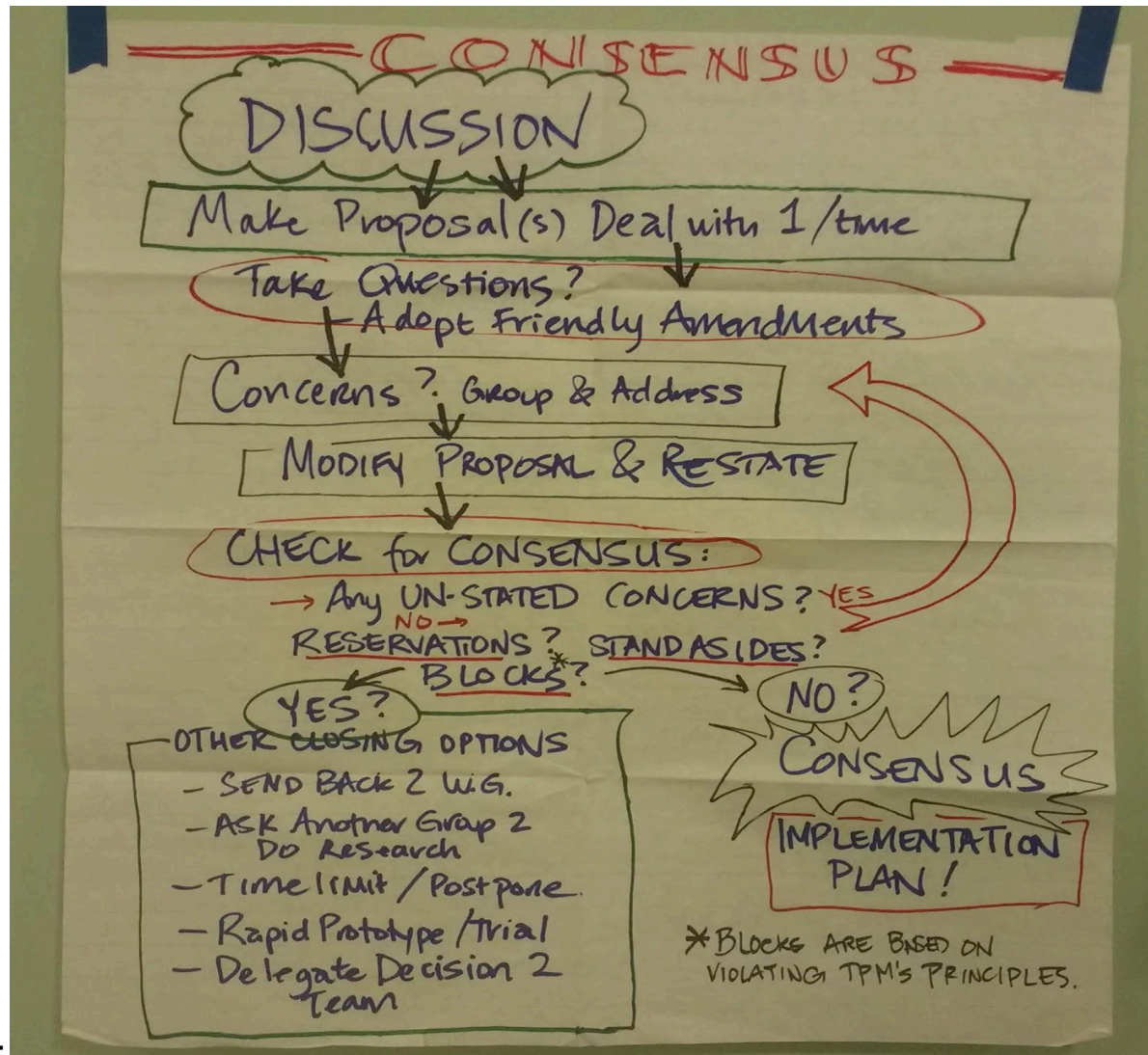
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------|----------------------------|-----------------------------------|-------------------------------------|------------------------------|--|
| Discussion | Identify Emerging Proposal | Identify Any Unsatisfied Concerns | Collaboratively Modify the Proposal | Assess the Degree of Support | Finalize the Decision OR Circle Back to Step 1 o |

OR:

Consensus-Flowchart



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NOTE:: i would recommend slight variations to this flow chart...
With alternative closing options!



Here is what we ARE using:

GROUP AGREEMENTS:

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1. Assume Good Intent, Tend to impact
2. Move Up, Move Back - use W.A.I.T.?
3. Respect & listen to each other: one person, one mike; be on time.
4. No hate speech, bigotry, oppressive behavior
5. Use appropriate language (family friendly, polite)
6. Embrace the work & the journey. We are not going to figure it all out immediately.
7. Use hand signals, ASL clap/twinkle fingers for agreement, Slow down motion; Volume motion.
8. Confidentiality for Fed Gov't workers and other events that need this: What is learned in the room can leave the room, What is said in the room, stays here (Variation of Chatham House rules.)

The Four Agreements

1. Be impeccable with your word.
2. Don't make assumptions.
3. Don't take things personally.
4. Always do your best.

Hard on the issues, soft on the people.

PRINCIPLES:

See this doc <https://docs.google.com/document/d/1Tg9i09WMM1vWSDyEN-SRfqGfWgP75UO0fLnOtOj-5tc/edit>

TP Mobilization principles:

We commit to:

1. **Nonviolent action**, moving beyond talk.
2. **Inclusivity: Working across difference** of culture, class, race, gender, age, immigration status, religion, viewpoint, sexual orientation, gender identity and disability, (THIS HAS BEEN UPDATED)
3. **Using what privilege** we have to stand up for a safer and healthier community for all.
4. **Building community capacity**, using our local resources wisely and equitably.
5. **Solidarity**-we take leadership from those most impacted, and we stand with least powerful among us.