

RIGHT-SIZED BELONGING

SIX PRACTICES FOR ORGANIZERS

PRESENTED BY

SAMMIE ABLAZA WILLS

WITH PANELISTS

ELLIOTT FUKUI

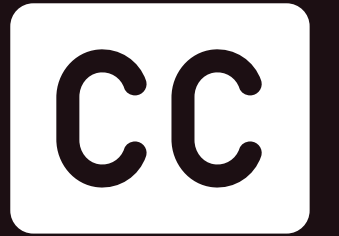
GOPAL DAYANENI

NTANYA LEE

MICHAEL STROM

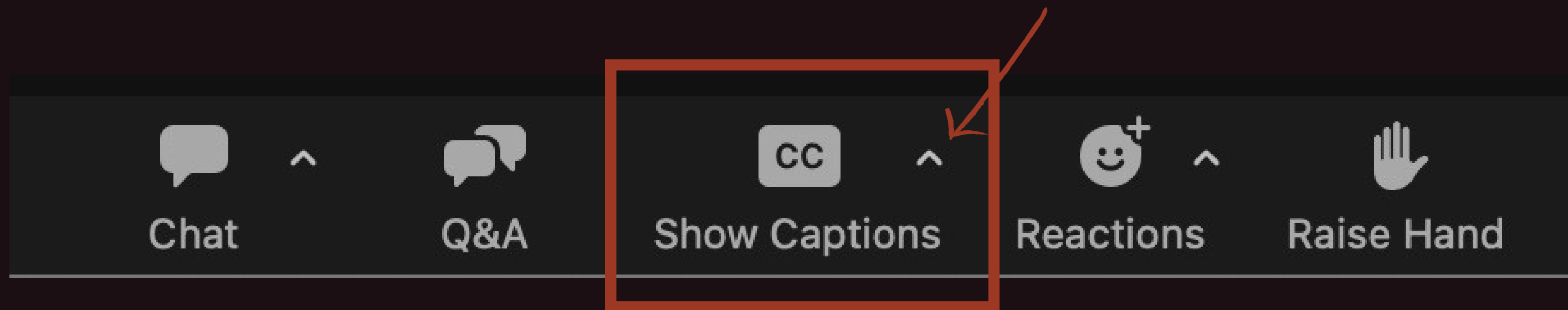
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HOW TO ACCESS LIVE CAPTIONING



Select “Show Captions” in the zoom controls, at the bottom of your screen.

To change the size of the text, click the carrot [^] next to the closed caption icon, choose “settings” and move the slider next to “font size” to change the size and set different display colors.

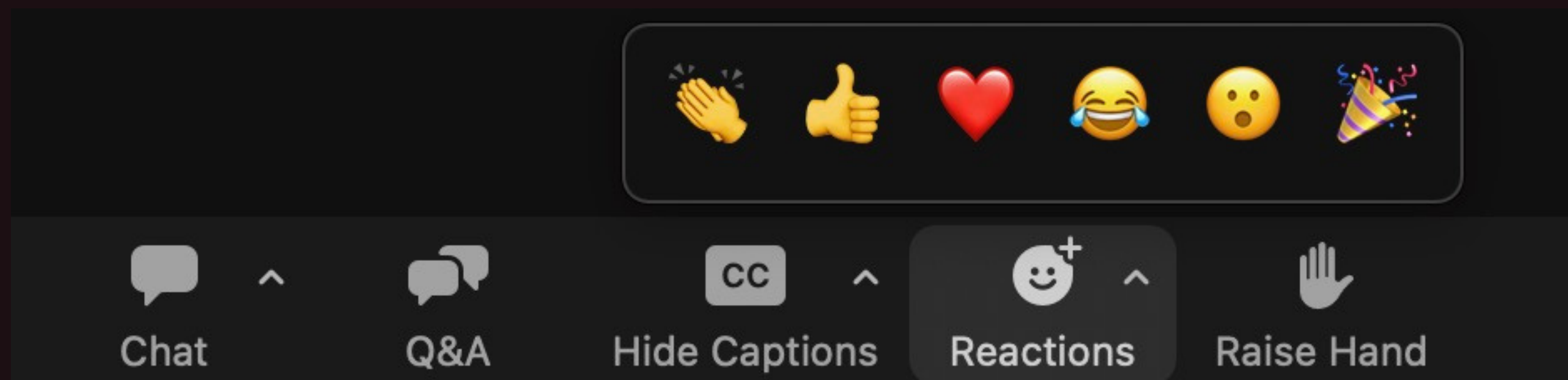


LIVE REACTIONS



Select “Reactions” in the zoom controls, at the bottom of your screen.

You can click on different emojis to show resonance or support to different ideas!





**PAY THE
RENT**



**SHUUMI
LAND TAX**

YOUR HOST

HI! I'M SAMMIIE.





**CECILIA
GENTILI**



**MERLE
RATNER**

PURPOSE



- LAUNCH the Right-Sized Belonging Workbook and Website
- Understand the current culture of belonging scarcity, individualism, and alienation
- Discuss a nuanced belonging that speaks to power, trauma, and materialism
- Mobilize organizers to integrate practices that build belonging in our spaces

AGENDA



- 01 — Introduction 🙌
- 02 — Cultivating Belonging 🌱
- 03 — Panel Discussion 💬
- 04 — Taking Action 📖

REQUESTS

- Minimize distractions 📱
- Take care of your needs ♥
- Offer reactions & celebration 🎉

BELONGING

**people feeling that they are seen,
valued, and recognized as part of a
larger system or organization.**



**Belonging is a
nested system.
It exists at
multiple levels.**



**Violence has
disconnected us
from our
inherent
belonging.**

**We cannot build the foundation
of a new, just world without
addressing the cracks in our
belonging.**

RIGHT-SIZED BELONGING

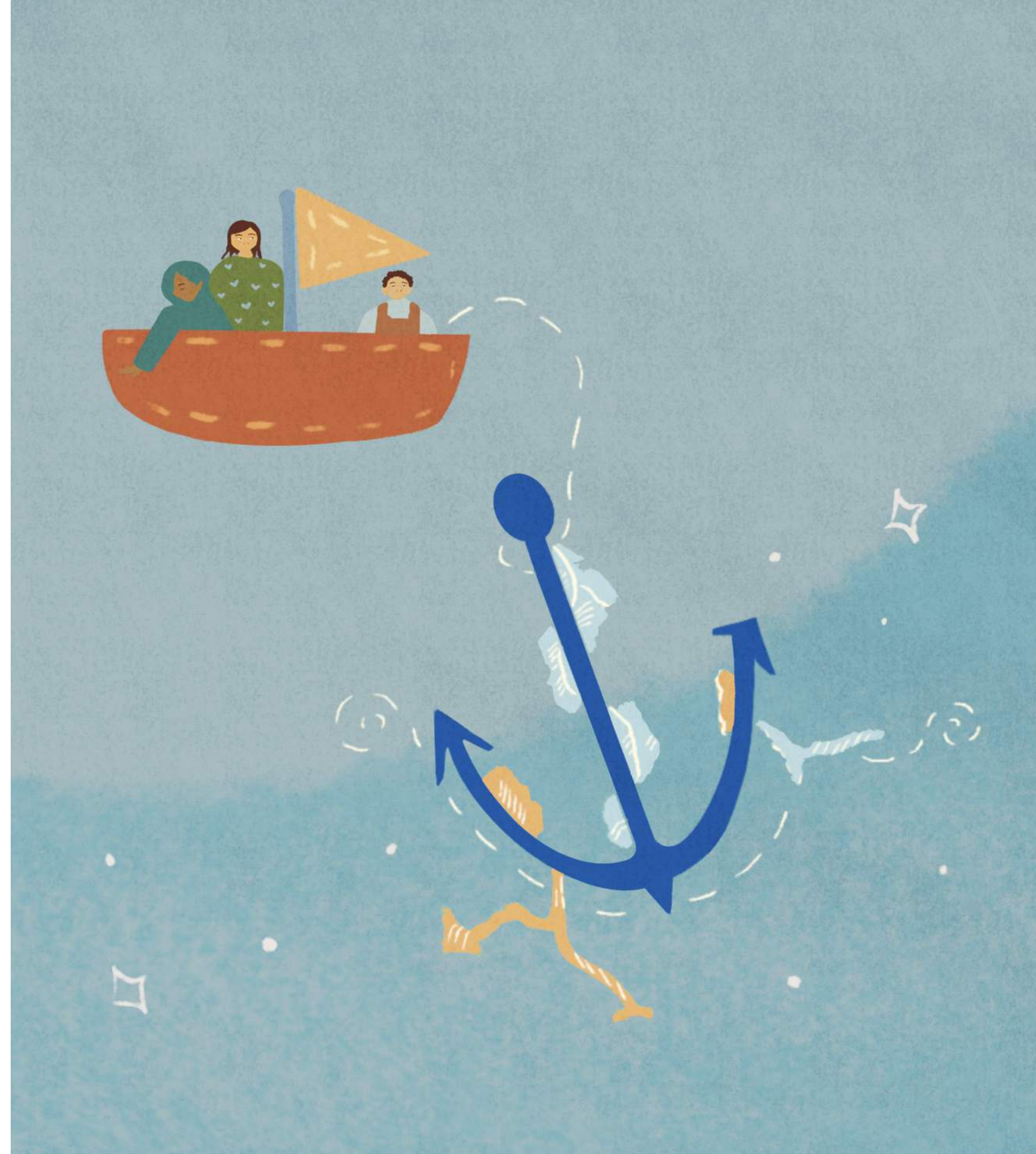
**a belonging that balances our
deep agency AND a resilient
commitment to a collective
purpose.**

PRACTICES

- 01 — Anchor your purpose
- 02 — Approach problems with collective governance
- 03 — Set boundaries and expectations
- 04 — Understand trauma and build emotional skill
- 05 — Increase conflict resilience
- 06 — Connect to a broader movement ecosystem

ANCHOR YOUR PURPOSE

Ground people in an organizational purpose that is clear, motivating, and aligned with the material needs of your membership.





APPROACH PROBLEMS WITH COLLECTIVE GOVERNANCE

Share decision-making power and solution-creating responsibility with others facing the same challenges.

SET BOUNDARIES AND EXPECTATIONS

Evaluate and communicate organizational boundaries that define what you work on, how you operate, who you are accountable to, and what you will or will not do.





UNDERSTAND TRAUMA AND BUILD EMOTIONAL SKILL

Meet the emotional moment by understanding the ways trauma impacts key membership, and clarify how the organization addresses and holds that trauma.

INCREASE CONFLICT RESILIENCE

Create conditions that enable people to practice disagreement and generative conflict.





CONNECT TO A BROADER MOVEMENT ECOSYSTEM

Build strong organizational connections with other groups, healers, and resources to strengthen our movement ecosystem and widen belonging.

INCREASE CONFLICT RESILIENCE

RISK Unresolved conflict can fester, ultimately pushing people from our spaces or dissolving relationships.

OPPORTUNITY Generative conflict can lead to our sharpest strategy & show people their belonging is about more than being comfortable.

It's not about constantly having conflict, it's about growing the skillfulness to engage in conflict that doesn't break the space.

TOOLS FOR CONFLICT RESILIENCE

- Consensus building tools
(red/yellow/green cards, fist-to-five)
- Practiced strategy debates & debrief
- Skill building (embodiment, feedback, accountability)

APPRECIATIONS

TO MY CONVERSATION PARTNERS

- Fahd Ahmed
- Max Airborne
- Patty Berne
- Zahra Billoo
- adrienne maree brown
- Jeff Chang
- Gopal Dayaneni
- Ejeris Dixon
- Bran Fenner
- Kiyomi Fujikawa
- Elliott Fukui
- Kris Hayashi
- Leo Hegde
- Jasmin Hoo
- Linda Lee
- NTanya Lee
- Katie Loncke
- Denise Perry
- Irma Shauf-Bajar
- Hyejin Shim
- Michael Strom
- Alex Tom
- Tré Vasquez
- Yuan Wang
- ill Weaver
- Sasha Wijeyeratne

APPRECIATIONS

TO ALL THE HELPERS

Panelists

Elliott Fukui

Gopal Dayaneni

Michael Strom

NTanya Lee

Event Volunteers

Connie Hsu

Jenica Rose Garcia

Art

Shreya Basu

Website

Mioi Hanaoka

Audio Editing

Hannah Ngo

Editing

Marcy Rein

Support

Michael Strom

Cayden Mak

Cynthia Fong

Shivani Chanillo

Yuan Wang

IT'S LIVE!

BELONGINGPRACTICES.ORG

CONTACT

Sammie Ablaza Wills

Use "Contact" on the website



4 ways to take action for Gaza this President's day

1 Mobilize in your community.

2 Continue to pressure the White House and Congress.

3 Overwhelm the comment sections on Biden's social media profiles.

4 Boycott companies profiting off of Israel's genocide.

Find action resources:
bit.ly/bidenslegacytoolkit ...



TAKE ACTION

bit.ly/bidenslegacytoolkit

**THANK YOU
FOR JOINING!**

bit.ly/bidenslegacytoolkit
