

THE ORGANIZING CONVERSATION

INTRODUCTION

Your introduction sets the tone of your conversation.

- Include your three Ws (Who, What, and Why)
- Be friendly and confident, you're there to help!
- Plan your conversation ahead of time

GET THE STORY

Learn about your coworker and what concerns them.

- Listen more than you speak
- Ask open ended questions
- Ask follow up questions
- Be patient and genuinely curious

AGITATE

Help your coworker understand that their concerns is real, a problem, and one they cannot solve on their own.

- Ask questions that show them that they deserve better
- Help them see why individual action isn't enough
- Respond with feeling - these issues are serious!

VISION

Show your coworker that change is possible.

- Contrast individual weakness with collective power
- Explain the organizing plan
- Use encouraging examples of successful organizing

INOCULATE

Prepare your coworker for things to come.

- Ask what their expectations are
- Let them know what is likely to happen and why
- The goal is to reassure, not plant new fears

ASK

Clearly assess your coworker's level of support.

- Asks should be clear and have a yes or no answer
- The ask is to determine support for your broad goal
- If they say "no" that's ok. Avoid arguing and try to end conversations on a positive note

TEST

Test your coworker's support and help them get involved.

- The test is to confirm support through action
- The test should be a task with a clear purpose and process
- Always make a plan to follow up (whether to check if they did the action, help them do it, or update them on it)

"Hi, my name is Sarah, I'm an adjunct in the History department. I'm a member of AFT Academics and we're trying to find out how admin's new policy is impacting everyone. Can I talk to you about that?"

*"How long have you been here?"
"What do you think so far?"
"What do you teach?"
"Tell me more about that"
"Oh interesting, how does that work?"*

*"How does that make you feel?"
"Does that seem right?"
"Have you talked to your department about that?"
"What do you think would happen if you did?"
"Wow, that must be so difficult!"*

*"What do you think would happen if all of us went to the department about it?"
"That's why we are getting together to start taking on these issues as a group."
"At other universities grad workers have won lower healthcare premiums and fees"*

*"How do you think admin will react if they find out that we're organizing?"
"Right now admin has all the power and they don't want to give it up."
"Our right to organize is protected and we are safer when we act together."*

Will you join me and our colleagues here at [university] and across the country in the fight for Community Led Campuses?

An easy way to show your support is by signing on to the Community Led Campuses campaign. I'll send you the link!



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