**Toolkit for Organizing • Appendix**

**glossary for social justice**

**Ableism:** A system of oppression that includes discrimination and social prejudice against people with intellectual, emotional, and physical disabilities, their exclusion, and the valuing of people and groups that do not have disabilities.

**Accessible****: A term that describes a space that makes necessary accommodations for people with disabilities, people with mental health issues, and people with other health issues to allow them to participate fully.

**Ageism:** A system of oppression that works against the young and the old and values individuals in their 30s to 50s.

**Ally:** A person who is a member of an advantaged social group who takes a stand against oppression, works to eliminate oppressive attitudes and beliefs in themselves and their communities, and works to interrogate and understand their privilege.

**Anti-Semitism:** The systematic discrimination against and oppression of Jews, Judaism, and Jewish culture and traditions.

**Asexual:** An identity term for a people who either do not feel sexual attraction or do not feel desire for a sexual partner or partners. Some asexual individuals may still have romantic attractions.

**Bisexual:** An identity term for people who are attracted to people of two genders, usually to both men and women. Bi* is used as an inclusive abbreviation for the bi, pan, and fluid community.

**Cisgender:** Individuals whose gender identity and expression align with their birth-assigned sex.

**Cissexism:** The system of oppression that values cisgender people, upholds the gender binary, and marginalizes, oppresses, and makes invisible the lives and experiences of transgender people.

**Classism:** The institutional, cultural, societal, and individual beliefs and practices that assign value to people based in their socio-economic class. Here, members of more privileged socio-economic classes are seen as having a greater value.

**Collusion:** Thinking and acting in ways that support dominant systems of power, privilege, and oppression. Both privileged and oppressed groups can collude with oppression.
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Cultural Appropriation**: When a person takes something from another culture and commodifies it, performs it, and calls it their own.

**Discrimination**: When members of a more powerful group behave unjustly or cruelly to members of a less powerful group

**Equality**: The idea that everybody should receive the same service, treatment, or amount of something

**Equity**: Instead of giving everybody the same service, treatment, or amount of something, equity takes into consideration that specific needs of individuals and adjusts to make sure that everyone has access to what they need to be successful.

**Gay**: An identity term for a male-identified person who is attracted to other male-identified people.

**Gender**: Socially constructed roles, behaviors, activities, and attributes that a given society deems masculine or feminine. This social construct is often linked to and confused with the biological construct of sex.

**Gender Identity**: A person’s innate sense of their own gender: being a man, a woman, a girl, a boy, in between, or outside of the gender binary.

**Gender Neutral**: Not adhering to normative expectations in the gender binary. For example, gender neutral bathrooms can be used by people with any gender identity.

**Genderqueer**: A person who’s gender identity and/or gender expression does not conform to the gender they were assigned at birth. People who identify as genderqueer may not identify within either male/man or female/woman binaries. They also may or may not identify as transgender.

**Heterosexual**: An identity term for a female-identified person who is attracted to male-identified people or a male-identified person who is attracted to female-identified people.

**Homophobia**: The fear, hatred, and intolerance of people who identify or are perceived as LGBTQ+.

**Intersectionality**: A feminist sociological model and/or lens for critical analysis that focuses on the intersections of multiple, mutually-reinforcing systems of oppression, power, and privilege. Intersectional theorists look at how the individual experience is impacted by multiple axes of oppression and privilege. Variables include, but are not limited to: race, gender, ethnicity, religion, ability, education, sexual orientation, sexuality, gender identity, gender expression, class, first language, citizenship, and age. (J. Beal 2011)
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**Intersex**: A person whose genitals, secondary sex characteristics, chromosomes, and/or hormone levels do not fit into the medical/societal definition of male or female.

**Islamophobia**: The irrational fear or hatred of Islam, Muslims, Islamic traditions and practices, and, more broadly, those who appear to be Muslim.

**Lesbian**: An identity term for a female-identified person who is attracted to other female-identified people.

**LGBTQ+**: An acronym that is inclusive of all identities in the queer community - lesbian, gay, bisexual, transgender, queer, and other identities such as genderqueer, asexual, intersex.

**Oppression**: The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. Oppression denotes structural and material constraints that significantly shape a person's life chances and sense of possibility. Oppression also signifies a hierarchical relationship in which dominant or privilege groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. Oppression resides not only in external social institutions and norms but also within the human psyche as well. Eradicating oppression ultimately requires struggle against all its forms, and that building coalitions among diverse people offers the most promising strategies for challenging oppression systematically. (Adams, Bell, and Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.)

**Pansexual**: An identity term for a person who is attracted to people of all genders: cisgender men, cisgender women, transgender individuals, and people who identify as genderqueer.

**Power**: The ability to get what you want (The GLSEN Jumpstart Guide: Examining Power, Privilege, and Oppression).

**Prejudice**: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder’s Tool Kit. Claremont, CA: Claremont Graduate University.)
Privilege: A group of unearned cultural, legal, social, and institutional rights extended to a group based on their social group membership. Individuals with privilege are considered to be the normative group, leaving those without access to this privilege invisible, unnatural, deviant, or just plain wrong. Most of the time, these privileges are automatic and most individuals in the privileged group are unaware of them. Some people who can “pass” as members of the privileged group might have access to some levels of privilege (J. Beal 2009).

Queer: A term for individuals whose gender identity/expression and/or sexual orientation does not conform to societal norms. This reclaimed term is increasingly being used as an inclusive umbrella term for the LGBTQ+ community.

Pronouns: A word that substitutes for a noun. Most people have pronouns that they expect others to use for them. Most cisgender individuals use pronouns that line up with their birth-assigned sex. Many genderqueer and Transgender folks have selected pronouns that best suit who they are and sometimes generate new terms.

Racism: Oppression against individuals or groups based on their actual or perceived racial identity.

Religious Oppression: Oppression against individuals or groups based on their religious beliefs and practices.

Sexism: A system of oppression that privileges men, subordinates women, and devalues practices associated with women.

Sexual Orientation: A person’s sexual and emotional attractions, not necessarily dependent on behavior. Terms associated with sexual orientation include: gay, lesbian, bisexual, pansexual, heterosexual, and more!

Social Justice: A process and a goal. A commitment to a socially just world and the committed actions to make that world a reality. Or, “The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure... Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others, their society, and the broader world in which we live.” (Teaching for Diversity and Social Justice)
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Transgender: An umbrella term for people who do not identify with their birth-assigned sex and/or whose gender expression does not conform to the societal expectations. Trans* is used as an inclusive abbreviation.

Structural Oppression**: The combination of ways that history, ideology, and policy decisions have come together to contribute to a system to oppress people solely based on their identities

Transphobia: The fear and hatred of transgender people.

White Privilege: The concrete benefits of access to resources and social rewards and the power to share the norms and values of society that white people receive, tacitly or explicitly, by virtue of their position in a racist society. (Teaching for Diversity and Social Justice, Second Edition, Routledge, 2007)

Xenophobia: The fear and hatred of that which is perceived to be foreign or strange.

Please note that many of these definitions have been influenced by multiple sources. Some terms have specific roots in communities of color, the LGBTQ communities, and other marginalized groups. We thank everyone out there who does social justice work and has contributed to our understanding of the above terms.

This glossary is borrowed and adapted from Suffolk University's social justice terminology list at: http://www.suffolk.edu/campuslife/27883.php

* indicates that we have updated the definition from this list

** denotes terms that have been added to this list

**glossary for housing**

See the National Low Income Housing Coalition's Advocates Guide on page vii for a more complete glossary of terms around housing policy.

Affordable: Defined by the federal and state standard rental cost is 30% of gross income of a household, including the cost of utilities. True affordability depends on income level -- people at the lowest incomes still can't afford to pay 30% and still be able to afford food and other basic necessities.

Affordable Housing: Housing that does not require the tenant to pay more than 30% of their income in rent and utilities.
Gentrification: When cost of living rises in a neighborhood and demographics change following redevelopment.

Housing Trust Fund: Housing Trust Funds are district funds established by city, county, or state governments that receive ongoing dedicated sources of public funding to support the preservation and production of affordable housing and increase opportunities for families and individuals to access decent affordable homes. Housing Trust Funds systematically shift affordable housing funding from annual budget allocations to the commitments of dedicated public revenue.

Housing and Urban Development (HUD): HUD is an organization of the federal government that oversees many federal housing programs.

Low Income Housing Tax Credit: A federal program that is meant to fund the construction and preservation of low-income housing. It does this by forming partnerships with for-profit entities and giving them tax breaks when they pay into the program.

Permanent Supportive Housing: Permanent supportive housing is housing for people who have the highest barriers to being successful in private market housing. This includes folks who have been homeless for long periods of time, people living with mental illnesses, or people who live with certain kinds of disabilities. Permanent supportive housing provides services on site to help people to be successful in their housing.

Public Housing Authority: Public Housing Authorities are charged with providing housing for people who are low-income, families, people who are disabled, or seniors. Housing Authorities are overseen and funded through HUD through the Federal Government.

Section 8 Voucher (Housing Choice Voucher): This is a voucher that comes from a program through HUD that is administered through local public housing authorities that provides rental assistance for people with low-incomes.

Zoning: Zoning determines when and how you are able to develop land in a city. Each city and county has different zoning requirements, and this impacts how neighborhoods can be developed.
There are many more resources out there! Feel free to send us resources that you’ve found helpful to add to this list.

**In Defense of Housing** by David Madden and Peter Marcuse, 2016. Book. This book has a sharp analysis of power and how the current housing crisis was created.

**National Low Income Housing Coalition’s Advocates Guide**
This guide explains federal housing policy.

This PBS series explores issues of race and racism in the United States. The whole series is worthwhile, and *Episode 3: The House We Live In* specifically focuses on housing.

This movie explains the conditions that led to the housing bubble bursting and the Great Recession that began in 2008.

**Western Regional Advocacy Project’s Without Housing Report**, 2010
This report goes through a readable, but detailed history of the current crisis around homelessness.
by Gene Sharp from *The Politics of Nonviolent Action*

**FORMAL STATEMENTS**
1. Public speeches
2. Letters of opposition or support
3. Declarations by organizations and institutions
4. Signed public declarations
5. Declarations of indictment and intention
6. Group or mass petitions

**COMMUNICATIONS WITH A WIDER AUDIENCE**
7. Slogans, caricatures, and symbols
8. Banners, posters, and displayed communications
9. Leaflets, pamphlets, and books
10. Newspapers and journals
11. Records, radio, and television
12. Skywriting and earthwriting

**GROUP REPRESENTATIONS**
13. Deputations
14. Mock awards
15. Group lobbying
16. Picketing
17. Mock elections

**SYMBOLIC PUBLIC ACTS**
18. Displays of flags and symbolic colors
19. Wearing of symbols
20. Prayer and worship
21. Delivering symbolic objects
22. Protest disrobing
23. Destruction of own property
24. Symbolic lights
25. Displays of portraits
26. Paint as protest
27. New signs and names
28. Symbolic sounds
29. Symbolic rejections
30. Rude gestures

**PRESSURES ON INDIVIDUALS**
31. "Haunting" officials
32. Taunting officials
33. Fraternization
34. Vigils

**DRAMA AND MUSIC**
35. Humorous skits and pranks
36. Performances of plays and music
37. Singing

**PROCessions**
38. Marches
39. Parades
40. Religious processions
41. Pilgrimages
42. Motorcades

**Honoring the Dead**
43. Political mourning
44. Mock funerals
45. Demonstrative funerals
46. Homage at burial places

**Public Assemblies**
47. Assemblies of protest or support
48. Protest meetings
49. Camouflaged meetings of protest
50. Teach-ins

**WITHDRAWAL AND RENUNCIATION**
51. Walk-outs
52. Silence
53. Renouncing honours
54. Turning one's back

**The Methods of Social Noncooperation**

**Ostracism of Persons**
55. Social boycott
56. Selective social boycott
57. Lysistratic nonaction
58. Excommunication
59. Interdict

**Noncooperation with Social Events, Customs, and Institutions**
60. Suspension of social and sports activities
61. Boycott of social affairs
62. Student strike
63. Social disobedience
64. Withdrawal from social institutions

**Withdrawal from the Social System**
65. Stay-at-home
66. Total personal noncooperation
67. "Flight" of workers
68. Sanctuary
69. Collective disappearance
70. Protest emigration
198 methods of nonviolent protest and persuasion

by Gene Sharp from The Politics of Nonviolent Action

THE METHODS OF ECONOMIC NONCOOPERATION
NONCOOPERATION ACTION BY CONSUMERS
71. Consumers' boycott
72. Nonconsumption of boycotted goods
73. Policy of austerity
74. Rent withholding
75. Refusal to rent
76. National consumers' boycott
77. International consumers' boycott
ACTION BY WORKERS AND PRODUCERS
78. Workers' boycott
79. Producers' boycott
ACTION BY MIDDLE-PeOPLE
80. Suppliers' and handlers' boycott
ACTION BY OWNERS AND MANAGEMENT
81. Traders' boycott
82. Refusal to let or sell property
83. Lockout
84. Refusal of industrial assistance
85. Merchants' "general strike"
ACTION BY HOLDERS OF FINANCIAL RESOURCES
86. Withdrawal of bank deposits
87. Refusal to pay fees, dues, and assessments
88. Refusal to pay debts or interest
89. Severance of funds and credit
90. Revenue refusal
91. Refusal of a government's money
ACTION BY GOVERNMENTS
92. Domestic embargo
93. Blacklisting of traders
94. International sellers' embargo
95. International buyers' embargo
96. International trade embargo
THE METHODS OF ECONOMIC NONCOOPERATION SYMBOLIC STRIKES
97. Protest strike
98. Quickie walkout (lightning strike)
AGRICULTURAL STRIKES
99. Peasant strike
100. Farm workers' strike

STRIKES BY SPECIAL GROUPS
101. Refusal of impressed labor
102. Prisoners' strike
103. Craft strike
104. Professional strike
ORDINARY INDUSTRIAL STRIKES
105. Establishment strike
106. Industry strike
107. Sympathy strike
RESTRICTED STRIKES
108. Detailed strike
109. Bumper strike
110. Slowdown strike
111. Working-to-rule strike
112. Reporting "sick." (sick-in)
113. Strike by resignation
114. Limited strike
115. Selective strike
MULTI-INDUSTRY STRIKES
116. Generalised strike
117. General strike
COMBINATION OF STRIKES AND ECONOMIC CLOSURES
118. Hartal
119. Economic shutdown
THE METHODS OF POLITICAL NONCOOPERATION REJECTION OF AUTHORITY
120. Withholding or withdrawal of allegiance
121. Refusal of public support
122. Literature and speeches advocating resistance
CITIZENS' NONCOOPERATION WITH GOVERNMENT
123. Boycott of legislative bodies
124. Boycott of elections
125. Boycott of government employment and positions
126. Boycott of government departments, agencies, and other bodies
127. Withdrawal from governmental educational institutions
128. Boycott of government-supported institutions
198 methods of nonviolent protest and persuasion

by Gene Sharp from The Politics of Nonviolent Action

PHYSICAL INTERVENTION
162. Sit-in
163. Stand-in
164. Ride-in
165. Wade-in
166. Mill-in
167. Pray-in
168. Nonviolent raids
169. Nonviolent air raids
170. Nonviolent invasion
171. Nonviolent interjection
172. Nonviolent obstruction
173. Nonviolent occupation

SOCIAL INTERVENTION
174. Establishing new social patterns
175. Overloading of facilities
176. Stall-in
177. Speak-in
178. Guerrilla theatre
179. Alternative social institutions
180. Alternative communication system

ECONOMIC INTERVENTION
181. Reverse strike
182. Stay-in strike
183. Nonviolent land seizure
184. Defiance of blockades
185. Politically motivated counterfeiting
186. Preclusive purchasing
187. Seizure of assets
188. Dumping
189. Selective patronage
190. Alternative markets
191. Alternative transportation systems
192. Alternative economic institutions

POLITICAL INTERVENTION
193. Overloading of administrative systems
194. Disclosing identities of secret agents
195. Seeking imprisonment
196. Civil disobedience of “neutral” laws
197. Work-on without collaboration
198. Dual sovereignty and parallel government

129. Refusal of assistance to enforcement agents
130. Removal of own signs and placemarks
131. Refusal to accept appointed officials
132. Refusal to dissolve existing institutions

CITIZENS’ ALTERNATIVES TO OBEDIENCE
133. Reluctant and slow compliance
134. Nonobedience in absence of direct supervision
135. Popular nonobedience
136. Disguised disobedience
137. Refusal of an assemblage or meeting to disperse
138. Sitdown
139. Noncooperation with conscription and deportation
140. Hiding, escape, and false identities
141. Civil disobedience of “illegitimate” laws

ACTION BY GOVERNMENT PERSONNEL
142. Selective refusal of assistance by government aides
143. Blocking of lines of command and information
144. Stalling and obstruction
145. General administrative noncooperation
146. Judicial noncooperation
147. Deliberate inefficiency and selective noncooperation by enforcement agents
148. Mutiny

DOMESTIC GOVERNMENTAL ACTION
149. Quasi-legal evasions and delays
150. Noncooperation by constituent governmental units

INTERNATIONAL GOVERNMENTAL ACTION
151. Changes in diplomatic and other representation
152. Delay and cancellation of diplomatic events
153. Withholding of diplomatic recognition
154. Severance of diplomatic relations
155. Withdrawal from international organizations
156. Refusal of membership in international bodies
157. Expulsion from international organisations

THE METHODS OF NONVIOLENT INTERVENTION
PSYCHOLOGICAL INTERVENTION
158. Self-exposure to the elements
159. The fast (fast of moral pressure, hunger strike, satyagrahic fast)
160. Reverse trial
161. Nonviolent harassment
# Midwest Academy Strategy Chart

After choosing your issue, fill in this chart as a guide to developing strategy. Be specific. List all the possibilities.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Organizational Considerations</th>
<th>Constituents, Allies, and Opponents</th>
<th>Targets</th>
<th>Tactics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. List the long-term objectives of your campaign.</td>
<td>1. List the resources that your organization brings to the campaign. Include money, number of staff, facilities, reputation, canvass, etc.</td>
<td>1. Who cares about this issue enough to join in or help the organization?</td>
<td>1. Primary Targets</td>
<td>For each target, list the tactics that each constituent group can best use to make its power felt.</td>
</tr>
<tr>
<td>2. State the intermediate goals for this issue campaign. What constitutes victory?</td>
<td>What is the budget, including in-kind contributions, for this campaign?</td>
<td>Whose problem is it?</td>
<td>A target is always a person. It is never an institution or elected body.</td>
<td></td>
</tr>
<tr>
<td>How will the campaign</td>
<td>2. List the specific ways in which you want your organization to be strengthened by this campaign. Fill in numbers for each:</td>
<td>What do they gain if they win?</td>
<td>• Who has the power to give you what you want?</td>
<td></td>
</tr>
<tr>
<td>• Win concrete improvement in people’s lives?</td>
<td>• Expand leadership group</td>
<td>What risks are they taking?</td>
<td>• What power do you have over them?</td>
<td></td>
</tr>
<tr>
<td>• Give people a sense of their own power?</td>
<td>• Increase experience of existing leadership</td>
<td>What power do they have over the target?</td>
<td>2. Secondary Targets</td>
<td></td>
</tr>
<tr>
<td>• Alter the relations of power?</td>
<td>• Build membership base</td>
<td>Into what groups are they organized?</td>
<td>Who has power over the people with the power to give you what you want?</td>
<td></td>
</tr>
<tr>
<td>3. What short-term or partial victories can you win as steps toward your long-term goal?</td>
<td>• Expand into new constituencies</td>
<td>Who are your opponents?</td>
<td>• What power do you have over them?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Raise more money</td>
<td>• What will your victory cost them?</td>
<td>2. Secondary Targets</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• What will they do/spend to oppose you?</td>
<td>Who has power over the people with the power to give you what you want?</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• How strong are they?</td>
<td>• What power do you have over them?</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• How are they organized?</td>
<td>2. Secondary Targets</td>
<td></td>
</tr>
</tbody>
</table>

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