

dismantling racism

2013



a
workbook
for
social
change
groups

dRworks

www.dismantlingracism.org

Movement Mentality

(thinking like an organizer)

■ Adapted from “Divided no More: A Movement Approach to Education Reform” by Parker Palmer

Our work within organizations must be approached as movement building work. Organizers, working to create organizational change with a movement mentality, must:

- remember, resistance is only the place where things begin,
- know that opposition merely validates the idea that change must come,
- find sources of countervailing power outside of the organizational structure,
- nurture that power,
- work together to translate individual problems into broader organizing issues,
- create alternative rewards to sustain energy for working toward your vision,
- work from a power, rather than a victim, analysis.