

DEMOCRACY IN ACTION

Adapted from "Checklist: Are You Organizing Democratically?" from LaborNotes.

WORKING TOGETHER

Individual solutions are not paths to collective power, & a one-person operation or a small clique is doomed from the start. Be patient & supportive. Make it clear to your coworkers that you need each other & there's room for them in your group.

CREATING EQUALS

We want our coworkers to be engaged in the union, & we want them to participate to the same degree as other union leaders. We need to demonstrate that regardless of role in the union, everyone is a valued & equal decision-maker & participant.

DISCUSSION & DEBATE

We want people to think & use their judgment. Do people challenge the Employer? Speak up in a union meeting? Do they demand accountability & ask hard questions? Support others when they do this—even when they are questioning you. In your group, encourage discussion, questions, & debate. It's okay if not everyone agrees.

SHARING

Do you share information, knowledge, & skills? Give people the information they need or better yet, teach them how to get it for themselves. Your group should be learning from each other. Do not hoard knowledge or information, even if takes time to spread it out.

DIVERSITY

Do you work to make the union more inclusive & accessible? Do you build dialogue & unity across potential divisions? The goals & priorities of your group need to include every type of worker. What issues do you share? Do you include people from different groups in planning, organizing, leading, & taking action? Do you speak one-on-one with people in diverse groups to understand their concerns & needs?

NOTICING ROLES

Do you pay attention to roles? Look at your group: Who decides? Who acts? Who has information? Who asks questions? Who answers? Who makes the plans? Who does the boring or interesting work? Who learns or teaches? Who is at the meeting? Who speaks for the group? The more people do, the stronger they and the union become.