SURJ Chapter and Affiliate Group Building Toolkit

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**Taking action**- Includes resources on how to find solidarity actions around the country, guidelines for taking actions, and easy action steps.

We are currently writing and compiling a more comprehensive chapter and affiliate group building and organizing toolkit. The tools here have been compiled to be released as an immediate resource for SURJ Chapters and Affiliated Groups. Please keep a lookout for forthcoming materials and an expanded version of this resource.
Showing Up For Racial Justice: Mission, Vision, and Values

Our Mission

SURJ is a national network of groups and individuals organizing white people for racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability. We work to connect people across the country while supporting and collaborating with local and national racial justice organizing efforts. SURJ provides a space to build relationships, skills, and political analysis to act for change.

Our Vision

We envision a society where we struggle together with love, for justice, human dignity, and a sustainable world.

Shared Values

**Calling people in, not calling out**

Our focus is on working with white people who are already in motion. While in many activist circles, there can be a culture of shame and blame, we want to bring as many white people into taking action for racial justice as possible.
“The battle is and always has been a battle for the hearts and minds of white people in this country. The fight against racism is our issue. It’s not something that we’re called on to help people of color with. We need to become involved with it as if our lives depended on it because really, in truth, they do.”

-- Anne Braden

** Taking risks, learn and keep going**

We know that we will have to take risks. Everyday, people of color take risks in living their lives with full dignity and right now we are in a moment where young Black people are taking risks everyday. We challenge ourselves and other white people to take risks as well, to stand up against a racist system, actions and structures everyday. We know that in that process, we will make mistakes. Our goal is to learn from those mistakes and keep showing up again and again for what is right and for racial justice.

** Tap into white mutual interest**

We use the term mutual interest to expand on a term that is used a lot in organizing, self-interest. Mutual interest means tapping into something that is deeper than a narrow self-interest based on material or pocketbook needs and into a bigger understanding of justice and liberation for all of us. For Anne & Carl Braden, it wasn’t
self-interest that caused them to de-segregate an all-white neighborhood in Louisville Kentucky in 1954. It was a belief in what was right and the idea of showing up again and again for justice.

"It really boils down to this: that all life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one directly, affects all indirectly."

-- Dr. Martin Luther King Jr.

**Accountability through action**

There can be an impulse for white people to try to get it right- to have the right analysis, language, friends, etc. What SURJ was called upon to do at our founding in 2009 was to take action- to show up when there are racist attacks, when the police attack and murder people of color in the street, their homes, our communities. We maintain ongoing relationships, individually and organizationally with leaders and organizations led by people of color. We also know it is our work to organize other white people and we are committed to moving more white people to taking action in our local communities, regionally and nationally for racial justice.

We need you defecting from white supremacy and changing the narrative of white supremacy by breaking white silence.

-- Alicia Garza
One more thing. You may not get the validation you hunger for. Stepping outside of the smoke and mirrors of racial privilege is hard, but so is living within the electrified fences of racial oppression – and no one gets cookies for that. The thing is that when you help put out a fire the people whose home was in flames may be too upset to thank and praise you – especially when you look a lot like the folks who set the fire. That’s OK. This is about something so much bigger than that.

There are things in life we don’t get to do right. But we do get to do them.

-- Ricardo Levins Morales
Why We Organize

We live in a time of great hope and possibility, yet the potential for a just world for all of us is not possible when racism and oppression keep us divided. This can make us forget how closely connected we truly are. Racism is still present throughout all of our contemporary institutions and structures. Racism is devastating to people of color and is closely intertwined with all systems of oppression. It robs all of us- white people and people of color- of our humanity. We honor and learn from the long history of people of color and white people who have been unrelenting in their struggles for racial justice, and ending all systems of oppression. We are showing up to take our responsibility as white people to act collectively and publicly to challenge the manipulation of racist fear by the ruling class and corporate elite. We know that to transform this country we must be part of building a powerful multi-racial majority to challenge racism in all its forms.
Start a SURJ Affiliate Group in Your Town!

SURJ is a national network of affiliated groups working together to expand our collective capacity to organize white people for racial justice. Through community organizing, mobilizing, and education, SURJ affiliates aim to move white people in motion to take action as part of a multi-racial majority for racial justice. What the on-the-ground work looks like for each of SURJ’s Chapter affiliates varies from place to place, but each affiliate is committed to SURJ’s core values and mission.

What are SURJ Affiliates?

SURJ Affiliates:
- Agree to [SURJ’s mission, vision and values](#).
- Commit to actively building a base in white communities to advance racial justice movement-building efforts. This may includes multiracial groups.
- Pays organizational dues, sliding scale based on organizational budget.
- Active representation in national working groups: Basebuilding, Action, Fundraising, Training, and Communications.
What to expect from SURJ National?

We are currently in the process of expanding our infrastructure to support local affiliates and chapters. Keep a look out for new updates, but right now, you can expect:

- To be connected with SURJ contacts in your area, as to be regularly connected with interested people locally who contact SURJ
- To be connected to other organizers in your region through regional listserves and facebook pages and through regional conference calls
- To receive support regionally on group/chapter building, working through big questions and barriers, and on leadership development and basebuilding
- To be connected to national campaigns and to organizers nationally through SURJ National Conference calls

How to Get Started

If you want to start a SURJ chapter in your area:

- Join SURJ and get on our mailing list here.
- Fill out our Start a SURJ Chapter or Affiliate form to get connected with a member of our basebuilding team.
- Fill out this form to let us know your interests and skills
- Email us at info@showingupforracialjustice.org.
- Like us on Facebook and Twitter

We look forward to working with you!
Resources for Building Your Group

Whether you are just starting your SURJ group or affiliate or your group has been organizing for long time, we hope that you'll find these resources on building and strengthening your group helpful.

Basics on Structure, Leadership, and Organizing

[Leadership Development](#) -- SURJ Resource

[Introduction to Organizing](#) -- Kentuckians for the Commonwealth

[Keeping Your Group Alive and Kicking](#) -- Rural Organizing Project

[Leadership Teams](#) -- Rural Organizing Project

[Leadership principles](#) -- Moveon.org

[Delegation](#) -- Moveon.org

[Building Teams](#) -- New Organizing Institute

[Organizing Toolbox: House Meetings, Approaches to Change, How to Delegate, Community Organizing and Civic Renewal](#) -- Kentuckians for the Commonwealth and Southern Empowerment Project via Virginia Organizing.

Holding your first meeting

[Sample meeting agenda: first SURJ affiliate meeting](#) -- SURJ Resource

[Tips for Facilitating Meetings](#) -- Kentuckians for the Commonwealth

[Meeting Facilitation: The No Magic Method](#) -- Berit Lakey
Sample Points of Unity, Mission, Vision, and Goals

Coalition of Anti-Racist Whites (CARW) Points of Unity

Jews for Racial and Economic Justice Mission

Groundwork Goals

Outreach, Recruitment, and Basebuilding

SURJ One to One Meeting Outline- SURJ resource

SURJ One to One Group Reflection- SURJ resource

Getting Commitment--New Organizing Institute

Relational Organizing--Southerners on New Ground

Conducting one to one meetings--Standing on the Side of Love

Tips for Plugging People In- Beyond the Choir and War Resisters League

Database and Communications Systems--Rural Organizing Project

Holding a House Meeting, Conversation, or Dialogue

House Party Kit--Kentuckians for the Commonwealth

Living Room Conversations--Rural Organizing Project

Building a Movement through Monthly Dialogues--Alliance of White Anti-Racists Everywhere-Los Angeles (AWARE-LA)
Frameworks for Organizing White Folks for Racial Justice

Questions from the Field: Why should white folks organize white folks for racial justice?--SURJ Resource

Whites fighting racism: what it's about--Ricardo Levins Morales

White Anti-Racist Organizing Models--Alliance of White Anti-Racists Everywhere-Los Angeles (AWARE-LA)

Handout: Toolkits for White Anti-Racist Organizing--Catalyst Project

Anti-Racism Resource Packet, excerpts from Recipes for the Beloved Community--Carolyn Griffith and Jenny Truax, Catholic Worker Movement.
Resources for Taking Action

Acting in Solidarity with the Black Lives Matter Movement

Ferguson Action’s Demands

#BlackLivesMatter National Demands

Ferguson Action’s Find an Action

SURJ Department of Justice Street Action Kit

SURJ Police Brutality Action Kit

Act Up Accountably--SURJ Resource

Protocols and Principles for White People Working to Support the Black Liberation Movement--Bay Area Solidarity Team

Direct Action Resources

The Tactic Star (a tool for planning and evaluating tactics)--Beyond the Choir

The Ruckus Society Action Planning Manual--The Ruckus Society

The Ruckus Society’s direct action manuals and checklists-- The Ruckus Society
Thanks to Sam Hamlin, Dara Silverman, Sean O’Neill, Meta Mendel-Reyes, Carla Wallace, JLove Calderon, Jeff Ordower, Jess Campbell, David Beasley, Ricardo Levins Morales, and many more for time, energy, work and feedback to compile these resources.

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For more information please visit our [website](#), follow us on [Facebook](#) or [Twitter](#). Want to get more involved with SURJ? [Let us know here](#).