

One-on-one Rap Sheet

Our job as organizers is to frame choices for people and allow them to make their own decisions. Our goal is not to sugar coat or to “sell” something but to present an argument for taking collective action. The method that we do this having 1/1 conversations in which we can have a deep discussion with members about the important choices we are facing as a union.

Elements of a one-on-one conversation:

- Listen
- Agitate
- Hope/Plan
- Ask/Action
- Inoculate

Intro: Before the conversation really begins introducing yourself can be hard, especially if the person seems less than happy to be talking with you. What are good introductions that allow us to have a deeper conversation, or to get in the door if a house visit:

Listening: The reasons each individual makes the choice to take action will be different - and they may not be the same reasons you have decided to make that choice. That is why the most important element of the 1/1 conversations we want to have is listening. If you find yourself talking more than 30% of the time in the listening phase you are talking too much. It is important ask **open ended questions** and not questions that can be answered with yes/no. Let's brainstorm some examples:

Agitation: Once you've learned some issues that person is facing, help them see the injustice. A lot of time when people are beat down they become resigned and despondent. Anger is a more mobilizing emotion. Helping people feel their anger is “agitation.” If they tell you “this is how it is, it's awful.” Ask: “does that seem fair to you?” Other good questions:

Hope/Plan: Now you've established that the status quo is not fair and you've got in touch with your inner defiance, it's time to give hope that together we can make a change. **There is no hope without a plan, and we have a plan.** Frame the plan in their issues.

Ask/Action: This part of the conversation can happen during the plan, or just after. They are closely tied because as you discuss the plan the ask will become clear, but you need to be sure you ask will the person sign a commitment card.

Responding to concerns: After people have heard the plan they will have questions. Let's write down some possible questions people will have so we can be prepared to answer them:

Innoculate: We are inoculating about two things. 1) Is full timer / part timer division. This could have come up when you were discussing the plan, but before ending the conversation you need people to be prepared to hear divisive narratives around this divide and to understand why and how we are combating that. 2) Any concerns that maybe should have come up after you made the ask. For instance, is this person prepared if someone tells them the ACCJC will shut us down if we threaten to strike? They need to be prepared before hand with those counter arguments so they will not be scared into going back on their commitment. Other important inoculations:

Things to remember when filling out the commitment card:

Is this person a member or fee-payer? Ask them to join.

Do we have an up-to-date address so we can send them the card? (Especially relevant if on the phone).

Non-CCSF email? Phone number?

Others? Write below.