

SMRJ Glossary and Definitions

<p>Capacity Building</p>	<p>In organizational development, organizations “build their capacity” when they strengthen their ability to do more and/or better work (and do so more sustainably) by investing in their own learning, skills, and infrastructure. For the purposes of this program, we also define capacity building as:</p> <ul style="list-style-type: none"> ● Identifying and creating a strong organization infrastructure that sets the conditions to support movement builders and movement building goals ● Building skills and knowledge of movement builders to achieve goals ● Grounding organizations in transformative, anti-racist practices that seek to dismantle (not replicate) white supremacist systems, especially considering anti-racism work in COVID times and promotes relational, life supporting practices.
<p>Movement Building</p>	<p>Movement building is the process of growing and sustaining movements over time. It includes:</p> <ul style="list-style-type: none"> ● Activating and organizing diverse groups of people, organizations, and coalitions to recognize a shared vision. ● Strengthening connections across people, organizations, sectors, and issues so that they can work together to coordinate and align activism and advocacy. ● Providing resources to organizers, building a strong pipeline of leaders, and amplifying their messages. ● Lifting up the voices and vision of people with lived experience and those most impacted by the problem. <p>(From Everyday Activism)</p>
<p>Racial Justice</p>	<p>The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice — or racial equity — goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of</p>

	<p>deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.</p> <p>(From the NEA)</p>						
<p>Anti-racism</p>	<p>The active involvement of oneself to end racism; it requires the knowledge that racism is systemic. Anti-racism is taking action to identify and eradicate racist policies, practices, and systems. Anti-racism rejects neutrality, and actively responds to issues that impact people of color. An anti-racist idea is any idea that suggests the racial groups are equals in all their apparent differences—that there is nothing right or wrong with any racial group.</p> <p>(From Ibram X. Kendi’s How to be Antiracist, and @resources4antiracism.)</p>						
<p>Capacity Building Categories</p>	<table border="1"> <tr> <td data-bbox="412 919 678 1341"> <p>Organizing for Change</p> </td> <td data-bbox="678 919 1520 1341"> <p>Organizing for Change includes:</p> <ul style="list-style-type: none"> • Community Organizing: Talking with community members and developing shared actionable goals • Systems Organizing: Working with multiple institutions, such as county government partners, health care systems, or schools to achieve a shared goal to advance justice in your communities • Digital and Online Organizing: Shifting of organizing to online platforms </td> </tr> <tr> <td data-bbox="412 1341 678 1766"> <p>Care Models</p> </td> <td data-bbox="678 1341 1520 1766"> <p>Care includes:</p> <ul style="list-style-type: none"> • Community Care: Opportunities to support other movement builders mentally, physically and spiritually. For example: community workshops on mental health, community yoga, etc. • Tools for Healing, such as workshops post social, economic or environmental crises (COVID, wildfires) where people impacted can find resources and help • Organizational Safety and Care Plans </td> </tr> <tr> <td data-bbox="412 1766 678 1871"> <p>Governance</p> </td> <td data-bbox="678 1766 1520 1871"> <p>Governance includes:</p> <ul style="list-style-type: none"> • Board of Director Models </td> </tr> </table>	<p>Organizing for Change</p>	<p>Organizing for Change includes:</p> <ul style="list-style-type: none"> • Community Organizing: Talking with community members and developing shared actionable goals • Systems Organizing: Working with multiple institutions, such as county government partners, health care systems, or schools to achieve a shared goal to advance justice in your communities • Digital and Online Organizing: Shifting of organizing to online platforms 	<p>Care Models</p>	<p>Care includes:</p> <ul style="list-style-type: none"> • Community Care: Opportunities to support other movement builders mentally, physically and spiritually. For example: community workshops on mental health, community yoga, etc. • Tools for Healing, such as workshops post social, economic or environmental crises (COVID, wildfires) where people impacted can find resources and help • Organizational Safety and Care Plans 	<p>Governance</p>	<p>Governance includes:</p> <ul style="list-style-type: none"> • Board of Director Models
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		<ul style="list-style-type: none"> • Shared Leadership and Organizational Structure Models • Consensus and Decision making Models
	Operations	<p>Operations includes:</p> <ul style="list-style-type: none"> • Budgeting and accounting • Operations (i.e. HR, contracting, and decision-making and consensus models, etc.) • Technology, including online filing systems and security
	Sustainability	<p>Sustainability includes:</p> <ul style="list-style-type: none"> • Mutual Aid Tactics: uplifting, coordinating, and sharing community resources in times of need • Fundraising, development, and communications • Resource sharing, such as co-locating offices, sharing accountants, etc.
	Cross Cultural Engagement	<p>Cross cultural engagement is a form of community engagement that promotes deeper understanding across communities, often with the goal of addressing and eradicating oppressive practices.</p>
	Anti-Racism	<p>Anti-racism includes:</p> <ul style="list-style-type: none"> • Rejecting neutrality, and actively responding to issues that impact people of color. • Grounding in an understanding of the lasting impacts of colonialism • Helping staff/board adopt or strengthen explicit commitments against racism, especially anti-Black racism • Taking action to identify and eradicate racist policies, practices, and systems • Building new structures and systems rooted in indigenous ways of knowing

We'll continue adding to this list. If you have any questions or suggestions, [please let us know](#).