

## CARW's Strategic Plan Summary: 2012-2014

In 2011, the Coalition of Anti-Racist Whites (CARW) Organizing Collective, in consultation with its members, undertook a strategic visioning process and set three-year goals and strategies. With a vision of movement building and liberation, CARW's vision is that **in three years, the racial justice movement in Seattle is strong, with CARW as a trusted resource and organizing force.** Throughout 2012-2014, CARW will focus on three key priorities:

- **Allyship:** CARW continues to deepen and build accountable ally relationships that achieve significant victories for racial justice, contribute to local movement-building efforts and are guided by a vision of liberation.
- **Education:** CARW provides transformative education that sharpens the analysis, organizing skills and leadership of white anti-racist organizers.
- **Leadership Development:** CARW has a core base of strong, consistent, active, long-term organizers with formalized accountability to the movement.

While CARW works to maintain strong ally relationships with existing Partner Organizations, CARW will prioritize its internal work on developing a strong cohort of leaders, rooted in anti-racist analysis in order to grow our capacity to do broader work in our communities. Because of this focus, CARW is making some changes in structure, outlined below.

### STRUCTURES

Clear roles are critical for CARW members to spend time and energy on our primary goals of creating racial justice in Seattle, while allowing us to deepen our analysis and develop new leaders. In 2012, CARW will be comprised of the following groups:

**The Organizing Collective:** CARW has strategically chosen to create a formalized collective of leaders to maintain consistent lines of accountability with communities of color, hold theoretical & strategic unity, and provide leadership development. This formalized collective is called the Organizing Collective (OC) and is the decision-making body of CARW.

OC members commit to anti-racist organizing with white people, alliance building with people of color-led groups and coordinating organizational activities that implement our strategic plan. This includes organizing public CARW meetings and monthly member meetings, planning the annual Organizing Institute, planning projects and campaigns with ally groups, and managing the administrative tasks that keep CARW going. To utilize our organization's full capacity and to practice authentic leadership development, many of these projects are planned and implemented with support from CARW Member Organizers.

The OC operates under a consensus decision-making model, is made of up to 13 people, and strives for diversity across age, gender, class, sexual orientation, ability and other identities. OC members make the commitment of Member Organizers as well as commit to at least a year of leadership on the OC, meet twice a month, attend a retreat twice a year, and fulfill tasks outside of meetings. OC members engage in an internal accountability process and work as liaisons between CARW and Partner Organizations to build long-term relationships of accountability. All members of the CARW community are eligible to join the OC and can reach out to a current OC member with any questions about the OC or to initiate this process.

**Member Organizers:** Implementing CARW's work is only possible with Member Organizers, a committed group of active organizers who are engaged in ally work, are intentionally developing their own leadership as well as educating others. Member Organizers make an annual commitment to CARW and to supporting people of color-led organizing. Each Member Organizer is a consistent member of an Ally Group, engages in an entry & exit process, has a formalized mentorship relationship, and develops and is accountable to a personal leadership development plan. Member Organizers also contribute funds to support CARW's work (.01% of annual income) and make a financial commitment to people of color-led work. Member Organizers meet monthly at CARW Member Organizer Meetings.

New Member Organizers are primarily recruited through the CARW Organizing Institute, one-on-ones, and public meetings. Individuals interested in becoming a CARW Member Organizer should contact an Organizing Collective member to initiate the joining process. To learn more, individuals may attend up to two Member Organizer meetings after meeting with a member of Organizing Collective or current Member Organizer. CARW anticipates working with around 30 Member Organizers annually.

**Partner Organizations:** Partner Organizations are grassroots people of color-led organizations that CARW has committed to building a long-term relationships with. Ally Groups collaborate with and are accountable to Partner Organizations on key campaigns, projects and fundraising efforts. CARW anticipates building relationships with new potential Partner

Organizations as it works to realize this strategic plan. Organizations interested in partnering with CARW should contact an Organizing Collective Member.

**Ally Groups:** Ally Groups are white anti-racist groups made up of Member Organizers, Base Supporters and at least one Organizing Collective member, who serves as the primary coordinator and liaison. Each Ally Group works with a specific Partner Organization.

**Internal Committees:** Committees are made of OC members and Member Organizers and will be formed around specific projects with clear goals and objectives. The purpose of committees is to extend the capacity of the Organizing Collective and provide leadership development opportunities to Member Organizers. In 2012, an **OI Curriculum Development Committee** will meet between January and August to refine the Organizing Institute Curriculum. A **Monthly Meeting Committee** will meet between January and March to create the educational content for the monthly Member Organizer Meetings.

**Base Supporters:** Base Supporters are a broad network of over 150 individuals who have participated in trainings, attended a public meeting, made financial contributions to CARW or our partner groups, transitioned out of a leadership role and/or generally express support for the work of CARW. Base supporters do not hold a committed organizing role in CARW, but may participate in ally groups and ally group work and are fundamental to our ongoing work.

### CARW's WORK IN 2012

- 1. Allyship:** CARW will support Pin@y sa Seattle / BAYAN NW, Seattle Young People's Project, El Comité Pro-Reforma Migratoria y Justicia Social, CASA Latina, the Duwamish Tribe, People's Institute NW and Got Green. Support is defined together with partner organizations and currently includes: mobilizing for direct action, childcare, fundraising, data entry, volunteer coordination and more.
- 2. Education:** CARW will offer a variety of opportunities to engage and deepen the analysis and skills of anti-racist whites, including:
  - **Organizing Institute (OI):** This **six-week annual training** is a space for 20-30 white people to develop and deepen analysis, skills and relationships, centered on a shared experience of white privilege and a commitment to racial justice. The OI is an intentional space for white people to learn, struggle and grow together and to explore ways to apply racial justice organizing skills in the Seattle area. After the OI, participants engage in projects and campaigns with CARW Partner Organizations throughout the year.
  - **Member Organizer Meetings:** In order to create space for Member Organizers to consistently develop analysis, skills and build community, CARW will host a **monthly meeting for member organizers** (2<sup>nd</sup> Wednesday of each month).
  - **Public Meetings:** CARW will offer **public meetings** three times per year with anti-racism education and an introduction to CARW. These meetings will be open to the community and a place where potential new Member Organizers can connect to CARW.
- 3. Leadership Development:** The 2012 cohort of Member Organizers and Organizing Collective Members will work to deepen their anti-racist analysis and take their organizing skills to the next level. Mentoring relationships will support ongoing praxis, annual leadership development plans will inform monthly education work and ally groups will offer roles for Member Organizers to practice their skills.

### CLOSING

In summation, the CARW Strategic Plan for 2012-14 is rooted in a practice of movement building and vision of social transformation. CARW is only one entity in local, national and global movements for liberation. However, we see our role and the role of other white anti-racist organizations as a critical in this moment in history. From grassroots organizing for migrant justice to the upsurge of Occupy Wall Street actions to the rise of right wing violence, the need for a white anti-racist voice and organizing force is becoming increasingly necessary. We are moved by the racial justice commitments of struggles for global justice, queer liberation, disability rights, gender justice and economic justice. CARW's work will continue to be informed by our communication with our fellow white anti-racists in Stepping Up for Racial Justice and beyond. And we are inspired and humbled to be in struggle with Seattle-based organizations working for social transformation.

*If you have any questions about our vision, strategy or structure, contact an Organizing Collective member or [carwoc@gmail.com](mailto:carwoc@gmail.com).*