TAKE IT TO THE MEETING!

Contributed by Advisory Committee Members Rachel Herzing and Isaac Ontiveros

Criminalization has become the default response to many social issues from poverty, to mental health crises, to interpersonal violence. Policing and surveillance are increasingly reaching into every institution, public space, and aspect of our lives. As a result, whether you work on racial and immigrant justice, civil rights, education, economic justice, gentrification, domestic violence, sexual assault, public health, reproductive justice, ending mass incarceration, or environmental justice, the issues raised in *Invisible No More* are likely to be relevant to your organizing and advocacy.

GROUP INVENTORY/REFLECTION

How does policing and criminalization of Black women and women of color show up in your work? *Tip — if you are having trouble answering this question, try using the Criminalizing Webs exercise or the Map of the Criminal Legal System available at invisiblenomorebook.com / study-guide to see where your organization may be impacted or play a role in the process.*

- × **Are your members and/or people who receive services from you criminalized?** In what ways? Are there ways that Black women and women of color are particularly targeted or impacted? Is it connected to their political work?
- × **Are Black women and women of color** indirectly impacted by the criminalization of other members and/or people who receive services from you? In what ways?
- × **Do you work directly with the criminal legal system** in some way? How do you see criminalization of Black women and women of color emerging within this work?
- × **How does your organization or group assess** how the issues you work on affect women of color who experience police violence? How do you incorporate what you learn about those impacts into your campaign strategies, demands, evaluation?

✋ FACILITATING DECISION-MAKING

In addition to working through many of the exercises in this study guide with your group or organization, you can use this worksheet to help facilitate decision-making in your organization to integrate action around the issues raised in the book in your ongoing service provision, organizing, and advocacy.

CAMPAIGNS AND PROJECTS

In *Invisible No More* you learned about a range of legal, advocacy, and organizing approaches that have been used to highlight the criminalization of Black women and women of color and to seek remedies for women of color who have been harmed or killed by law enforcement.

Which of the approaches used in the examples in the book align best with your group or organization's work (e.g., lawsuits, policy advocacy, media campaigns, mobilizations)?

Are there strategies and tactics your group has used that were **not** highlighted in the book that could be helpful in addressing criminalization or redressing harm?

Are there strategies and tactics highlighted in the book that you think might be advantageous for your organization to explore?

What are some current campaigns, cases, or projects that your group is working on that relate to these issues? In what ways have you been the most successful? Where you have faced the greatest challenges or setbacks?

If you are not running a campaign or project, or don't have a case that is related to the issues covered in the book, consider the following:

- × **Who/what** are the primary targets in your community who would need to act to reduce the criminalization of Black women and women of color?
- × **How** can your group or organization impact these targets (either independently or in coalition)?
- × **What** sort of alliances could you build to take these targets on? Who are some likely allies (for example, people or organizations you've worked with before)? Who are some unlikely allies you might create the opportunity to work with?
- × **What** information, skills, materials, tools, resources would your group need to pull together to begin impacting these targets?

WHAT DO WE WANT INSTEAD?

If we know that we're against policing that promotes criminalization, harm, and death of Black women and women of color, what kinds of environments do we want to build instead? How can your group or organization begin building those environments today?

- ×   **How do your group/organization's structures and policies** create opportunities for women of color to be in leadership and to participate in decision-making?
- ×   **What actions does (or could) your group take** to decrease contact between Black women, women of color and law enforcement? To reduce the harm of those contacts?
- ×   **What actions does (or could) your group or organization take** to use organizational or community resources instead of calling on law enforcement in the face of conflict, harm, or violence?
- ×   **What actions does (or could) your group take** to build environments that increase people's capacities to de-escalate conflict, prevent violence, and augment collaboration and wellbeing?

What would it take to integrate Black women and women of color's experiences of policing more effectively in your work?

- ×   Learning more about the issues and how it intersects with your work
- ×   Expanding framing/messaging
- ×   Shifting analysis of issues/theory of change
- ×   Expanding/creating new campaign targets/demands

What are the challenges or blocks to doing so? How might you overcome these?

What are three next steps you can take individually or collectively to make this happen?

Need resources or examples of current organizing efforts? Go to inournamesnetwork.com! Want to share what you learned? Click on the Movement Strategy & Current Issues tab and send us your thoughts and plans!

Your Ideal Community

In the space below, draw your ideal community. What does it look like? Who is in it? How does it feel? Smell? How do people get what they need? How do they keep each other safe? How do they respond to harm? You don't have to be an artist — you can represent your ideas with shapes, colors, words, or make a collage from magazines. Notice if there are police in your picture. If so, what are they doing?