

Transcript: August 2021 Organizers Forum

Date: 08/17/21.

*****DISCLAIMER*****

THE FOLLOWING IS AN UNEDITED ROUGH DRAFT TRANSLATION FROM THE CART CAPTIONER'S OUTPUT FILE. THIS TRANSCRIPT IS NOT VERBATIM AND HAS NOT BEEN PROOFREAD. TO DO SO IS AN EXTRA FEE. THIS FILE MAY CONTAIN ERRORS. PLEASE CHECK WITH THE SPEAKER(S) FOR ANY CLARIFICATION.

*****DISCLAIMER*****

>> Jessica: Welcome, everyone. We'll give people a minute or two to join. Hi, Betty and Yesse. Feel free to say hi to each other or chat while we're waiting for folks.

>> Hello, everyone.

>> Good Morning.

>> Monica: Hello there.

>> Jessica: Welcome, Irene. Thank you so much for being here.

>> Irene: Hi.

>> Jessica: So captioning is on if you want to go to show subtitles at the bottom. You can also see captions here. Welcome to those who are joining. We're just giving people a couple minutes to get on and then we'll get started. Feel free to say hi to each other in the meantime. And Mark, if you want to put ASL in front of your name?

>> Ivy: It's ivy here. Hi, everybody.

>> Mark: My apologies. It typically shows ASL. I don't know why not today.

>> Jessica: You're good now. All right. Let's get started. Thanks for everybody for joining. We're really glad to have you.

Welcome to the organizers forum. My name is Jessica Lehman. I use she and her and I'm the executive Director of senior and disability action, which is in the San Francisco Bay area.

So the organizers forum is a project of the national disability leadership alliance, a national coalition, a cross disability coalition of disability led organizations working to build a stronger voice for disabled people. And Diane Coleman, as many of you know, has been the co-chair of the organizers forum. She has stepped down from that role and now Gary Arnold from little people of America is going to be co-chairing the Organizers forum, providing support and kind of sending liaison with the familiar disability leadership alliance. -- national. I don't believe Gary is on here. Are you on here? Okay.

So for folks that are new, actually, before I go on I'm going to ask people to mute themselves. I'm hearing some background noise. And thank you to SDA for being back up today. Much appreciated. So for folks that are new, the organizers forum is a space designed to support and expand community organizing in disability communities, and so we generally meet every month and we talk about a lot of different topics. There are days like today where we get to delve into different strategies in disability organizing and learn from folks with a lot of experience in the field, both inside and outside of disability communities. So we are also learning from other movements. We take on an anti racist and intersectional lens, and I do want to note as a white Jewish woman that I am working with others to figure out, how do we shift the leadership so that I'm not making the decisions and facilitating all the calls, but that we have disabled people of color in these leadership roles.

So yes, so some of our topics are about strategy. Some are about how do we work with different communities and different movements? Some are about issues. We're always looking for ideas, so if there's a topic that you think would be good for the organizers' forum, feel free to reach out to me. And the call is captioned. You can go to the bottom of your screen. Usually on the bottom where you see more, and choose show subtitle. We also have ASL, our interpreters, so we'll be sure to spotlight the interpreters.

As far as participating, the format of the call is actually get through some housekeeping, we will hear from our two speakers today and then we will have time for some open discussion, and so you'll be able to unmute yourself and ask a question or make a comment. You can also type a question in the chat and we can read those out on the call. If there are other access needs, please let us know. For folks where the chat is not very accessible, please know that when things are put in the chat, you know, things other than hello or I agree, we will read those out so that everyone knows what's there.

Just want to remind people to speak slowly and clearly, reminding myself, most of all, say your name before you speak. Please stay muted if you're not speaking. And we will keep people on mute until after the speakers are done and then it will be time for everyone at the end.

If you're on the phone, you can use star six to mute and unmute yourself, and you can use star nine to raise your hand. Okay.

And if you're up for showing your video today, please do. We'd love to see you, have lots of ways to connect with each other. If that doesn't work for you, we certainly understand that as well.

So in addition to the monthly calls, we know that there is a lot more to digital organizing than we can get through in an hour, so we do have a listserv on Google groups and we have a Facebook page, organizers forum. Please go on either/or both of those. If there's a comment today that stands out to you or a question that you have, please post-it there so we can bring other people into the conversation. And then we do post transcripts and recordings of the calls on the senior and disability action website, which is SDAction.org. If you can't find it, go to the bottom and search for organizers forum and it will show up. Okay.

I think I covered it. So let's see. We've got 43 people on the call. This is wonderful. So we're not going to do introductions out loud, because we want to get to the speakers, but I do want to invite people right now, take a second and introduce yourself in the chat. So if you can put your name, your city, if you're part of an organization, your gender pronouns, whether you use she and her, they and them, he and him, whatever works for you. We'd love to kind of get a sense of who's on the call. Okay. So I see -- let me read some of these out. Will Freed from the equal access advocacy collective. Irene Rohas-Carol. Colleen Flanagan from Boston. Ivy Kennedy, she/refer from Virginia. Ann Manglesdorf, St. Louis, Missouri. St. Louis Arc, she and her. Aim sorry to our interpreter. I realized I was reading names way too fast. My internet seems to be having some problems today. I hope that holds up. If there's a problem that I don't notice, please let me know, and if for some reason I disappear, then I'm just going to invite people to keep the conversation going and I'll be back as soon as I can.

Okay. Let's see. We have lots of people. Thank you. So Carrie from Cal life in Los Angeles. Betty who is our SDA board president. She says great to see everyone. Tara, Illinois. Rosa, Santa Barbara. Bisma, they or she, disability action. Remat, Malone land in San Francisco. Helia with -- in orange county. Reagan in Santa cruise from making change media. Carolyn from Wisconsin. Marisa from Maryland with Dedick. Edison from Nebraska. Fentanyl says I'm supposed to be based out of Virginia, but currently in Tennessee. Oh, my gosh. I think I have to stop reading, because there's so many. But I'm excited to have another communications director on her, blithe from Detroit disability powerful Blythe, we're going to call on you later if that's okay. Got people from New York. Oh, from the national coalition for Latin X's with disabilities. A lot more California. We've got Illinois. New York. Iowa. Some more California. Oklahoma and Montana. All right. We are well spread out. Lots of different kinds of organizations. This is great. Welcome and thank you again.

So time to turn to our topic and our speakers. So our topic today is digital organizing. And this is a topic that I've been thinking about for a while, and obviously, all of you are as well, because we are now in this new digital world. Obviously, it has been, you know, the last couple decades that things have been moving more and more towards the internet and that we have started learning how to use social media and e-mail and text messages to do our organizing and advocacy and activism, but then with the pandemic, we really lost a lot of the opportunity to organize in person, and so doing things online has become even more important. And a lot of us are kind of figuring it out on our own, so I thought it would be great for us to get together and learn from each other and learn from folks who have a lot of experience doing digital organizing, again, both inside and outside of disability communities. We always want to learn from other movements and connect to people outside of disability communities.

So the idea today is to really learn how we, as digital organizers, can better use social media and other digital technologies to engage disabled people in advocacy and activism. So our two speakers today, and I'm going to ask if Bisma would be willing to highlight them, we have Irene Rojas-Carroll, Sr. communications manager for bay rising, and Andrew Pulrang, freelance writer, contributor to Forbes magazine, and co-coordinator of hashtag crip the vote, which I think a lot of people have probably heard about and maybe even quote on Twitter. So we're going to hear a few minutes from each of them on some of their experiences and advice and then we'll have time for questions and comments. All right. On that note, which of you wants to get us started?

>> Irene: I can go ahead.

>> Jessica: Great. Thank you so much.

>> Irene: Hi, everybody. My name is Irene Rojas-Carroll, as Jessica said, and I'm really excited to be on this call with you all today. Yeah. All right. The meeting is being recorded. So a little bit about bay rising. To set the context, bay rising, the organization I work for, is an alliance, a regional alliance of over 30 community groups that represent working class communities and communities of color in the bay area. And our collaboration is around building political power for those communities, so engaging them to vote, letting people know what's on the ballot, letting people know about how they can get involved in the political system. And my role in this is building capacity with our groups in communications and digital organizing. So yeah. So to start off, I guess I'll say, you know, we have done some experimentation and I think, you know, I'm flattered that Jessica called me an expert. I think there's really a whole range of what expertise can mean. I've definitely experimented some with digital, organizing strategy, and there's so much more that we can do, but one of the first questions that, you know, to tackle in terms of how can we use social media and other technology to find people who aren't yet active in disability rights for justice movements, bay rising has experimented with this a little bit, for example, we ran a census campaign, so getting people who are in so-called hard to count communities to fill out the census and we ran digital ads on Facebook and Instagram and there are other possibilities, too, that we didn't go into, but I think digital ads are a really important way to bring people into our movement, you know, catching people as they're scrolling. You can target people by their interest, if they're interested in something that's adjacent be to what you're working on. For example, people might be looking for resources or might be living in a certain place, might like certain pages. You can target them, you know, to make sure that they're seeing your ads and had the opportunity to get involved that way and might be signing a petition or saying, yes, I will sign on. I will fill out the census. So we did some of that.

I think there are other exciting ways that you can make that even more specific, like even down to, you know, who's at a certain building, so if there's, like, a Community Center, for example, that you want to make sure that the people at the community center see your ads. You could target to that building. But I think that the other piece besides just kind of getting people on our list and getting them, you know, onto the track of getting involved in our organizations is how are we actually creating

community with this? And as part of that, how are we creating anti-racist pieces? How are we building community across differences? And so it doesn't just end with ads and list building. It's really what are you doing this for? And group situations online, like Facebook groups, for example, I think can be really helpful in building community. Letting people, like, share about themselves and build relationships with each other. You can also bring people into groups like that or, you know, a series of Zoom conversations or something like that through ads so they don't have to be separate strategies necessarily. Yeah. So I think being -- as Jessica was saying, we're already in a digital age. We've been in a digital age for decades. So many of us are already using these tools. I think being able to take it to the next level is about being intentional in how we use those tools and, you know, marrying the digital tools with other organizing tools that we may be familiar with, like the ladder of engagement. Is your ladder of engagement doesn't include digital steps, what's the digital engagement if someone's first step is to look at your Facebook naming where do we go to from there? So planning it out is really helpful in getting started.

And yeah, so ladder of engagement, the idea is to bring people in step by step more to your organization. It could be first they start off with something that's easier for them. Like they share a post. And then you could ask them, up, maybe you engage with them in the comments, if they've comments on your Facebook post, you say, hey, thanks so much for your comment. This is what I think about this. Would you be interested in staying in touch with us and zipping up for our e-mail list? -- signing up for our e-mail list? Once you're on the e-mail list, you can ask them, hey, can you make a phone call to this decision maker? Or can you make a tweet? And gradually, getting them involved in your organization and bringing them into the community. So yeah. Let's see what else.

>> Jessica: You can keep going if you want to. If you're pausing, that was a really wonderful start. If you want to pause there and we can do some conversation in a minute.

>> Irene: Yeah. I'll pause there.

>> Jessica: Thank you so much for that. One thing I want to go back to in a minute is the community question. Right? Because that seems so hard when we're not face to face, so we'd love to hear your thoughts and from others on that.

So now we're going to go to Andrew.

>> Andrew: Hi. I'm so glad to be here. And yeah. I was listening to Irene. Maybe the first thing to say about crip the vote is that we are more focused on a particular platform of digital activity, which is Twitter, although we do have a Facebook page and we have a blog, but we use those more as a utility to support the Twitter discussion, so I'm really only talking about a certain flavor of digital activity. But to go back and describe what we are, for those who may not know, well, basically, we started, myself and R., Alice Wong, who lives in the bay area and Greg Beritan, who like me lives in New York State, had gotten to know each other online back in, say, 2015, 2016. And specifically through mainly Twitter. And kind of found each other to be kindred spirits and had the same desires and one thing we shared was a concern that with an upcoming election, this was before just at the start of the 2016 election, we were concerned that, yet again,

you would have another fully Lex cycle with very little recognition of Disability Issues. And it's hard to say who really decided. I think it was Alice who really crystallize braved idea was why don't we start our own discussion of Disability Issues on Twitter and use a hashtag that is essentially a -- the hashtag is both a slogan that has meaning to the people who hear it, conveys a message, but it also is technically a tool that ties conversations together.

And again, that may be obvious for people who are Twitter users and know sort of instinctively what hashtags do, how they work, but at the time, having been new to Twitter myself, I didn't even fully understand what hashtags were or why they were used or important. So we keep up with the hashtag crip the vote and so what we decided to do was to use that to tie our work together.

So we start out with a pretty modest goal, which was to have conversations before each presidential debate. So like literally an hour before, we would schedule out and announce and say, hey, anybody who is interested, using this hashtag, we're going to have discussions about what we hope to see in the upcoming presidential debate. And what we hoped and thought would be possible to discuss on Disability Issues. And that kind of morphed into, also, live tweeting during the debates so that we and others could respond, you know, in realtime to what was being said in the debates.

And that inevitably spilled over, without really any planning on our part, to people having discussions after the debate and in between debates, just whenever they felt like it at any time on any day of the week. Again, using the hashtag crip the vote, it would attach it to whatever they wanted, whatever tweets they wanted to be part of that conversation. They would just tag it with crip the vote. That's how it works. And so people were sharing their opinions. A lot of people sharing articles, because if you don't know, one of the things you can do in Twitter is paste the addresses from an article that you would like people to read. You know, a tweet has to be I guess it's 240 or 280 characters, so it's very short. You can't share an article, but you can share a link to an article. And so there were conversations. There was link sharing. Scheduled chats before debates. Live tweet during debates. And then we pretty soon started to add our own scheduled topical discussions. We would pick a topic related to Disability Issues and we would go looking for guest host or two, somebody who was more of an expert on that area or a voice that we felt would be good for people to hear. We came up with questions beforehand. This is very key. Twitter chats, our schedules uniformly. In other words, you don't literally schedule like a Zoom call. You just tell people that from, you know, 7:00 to 8:00 p.m. a Sunday, you're going to have this discussion on this topic. And we

should just let it be a free-for-all, but from the start, we always put it out there, at least two weeks in advance a list of questions that we would ask that would structure the discussion. And so people could read them beforehand and think about what they wanted to say and not have to totally react in the moment. So it's a mixture of live debate, because you can respond, you could respond in real-time to what people had just said, but you could also kind of plan out your responses to the main questions, and it gave structure to these discussions.

So we ended up going for a while, having one or two a month of those, and we would pick topics that we thought were interesting that were emerging from our everyday conversations in crip the vote, and basically, and then the other thing that we added, two other things, one was to do an online survey to find out what issues and initiatives people were most interested in and share the data from that in order to spur further discussion. And then the other thing was we added our blog, which was basically a website where we post things. We started to do interviews with candidates, mostly local candidates, but eventually we did do some presidential candidates. Pete Buttigieg and Sandra Warren did discussions with us, so that's really what crip the vote does, all using the hashtag crip the vote to tie it together.

As far as our purpose, our purpose was always a little business fuzzy, but I think we wanted to mainly create a space for ongoing discussion, Disability Issues in Twitter. And so we never, I think, tried time supply that we were reaching everybody. Twitter is kind of self-selected. We didn't think that we could move the earth or do anything like really super revolutionary. We hoped to draw in journalists, because Twitter is a standard forum for journalism and politicians, and politicians' staffs and hope that, again, by using Twitter that we would draw attention, because we could include people in our tweets that we hoped would read our stuff. And it's hard to say whether we were successful, but I think we were probably part, one part of success that in the last campaign, the 2020 campaign, there was a lot more disability engagement than ever before, a lot more candidate, presidential candidates put out detailed disability policies, which is always one of our

underlying goals, to get them to do that, and certainly from zero activity or at least identifiable discussion, we definitely know that lots of people with disabilities found a new way to get involved and to dig into politics from a disability perspective. We also were -- made real efforts to be intersectional from the start. I'm not personally the best spokesperson for that, but I think some of the things that we did are pretty basic. We were doing topical choices. We tried to make several of our topics about how Disability Issues and communities intersect with other issues and communities. We made sure that people that we had as cohosts of -- of our discussions represented marginalized communities as much as we could. And you know, I think another thing to do, which we did to some extent, but probably could do more, is to identify systematically other communities and hashtags on Twitter and other social media. And in an appropriate way, reach out to them and just interact with them as well. Not trying to I'm impose on them or, you know, obviously take over the discussions or, you know, go too far in trying to imply that, well, your issues are our issues or whatever, but just to be aware of them and to be open to those interactions and maybe cross participation, which I think is something that any disability campaign can probably do, to some extent.

Yeah. I don't know if that helps or at least kicks off the discussion. One thing I would say, and I always forget to say this, is you know, how do you get people interested? Well, to be perfectly frank, I think that the main thing that got people interested in the beginning was the hashtag itself: Crip the vote. Because it's kind of strange. It's kind of provocative. Some people don't like it, because they don't like using dirigation of the world crip until a disability rights type of environment. First of all, they don't even know that it is disability rights, because they just think it sounds offensive, and we would almost always, in our most -- certainly one of our most -- when our most popular discussions were happening, they would get pastors by who would make votes about crip the vote having to do with other uses of the word crip. And that was inevitable, but it never really disrupted anything. And I think you need something that is not only descriptive, but

has a little bit of a punch to it. And you can't be afraid to be a little humorous. But the flip side of that is, and I very much believe this is important in hashtags, you have to explain what it means, because people aren't necessarily going to automatically get it, and if you go along too long with a catchy hashtag that has sort of a hidden meaning, but you don't ever tell people what it is explicitly, that will build this senses of, , " you're an in group that I'm not part of. Since I don't understand it, I feel excluded. So one thing we try to do is particularly when there was a lot of activity going on, we had a standard tweet that we would put out with links in it that explained what crip the vote is, why we use crip the vote for a hashtag, what our purposes are, and who's invite and all sorts of basic frequently asked questions. And we would just paste that out there. Like at random times during peak times so that anybody who came by, and we would do it individually, too.

If people put out a tweet that said what the hell is crip the vote or why blah-blah-blah, we would post-this thing and say here is what it is. And I think that helps a lot, too. So as far as other movements using Twitter, I would recommend that, too. There are a lot of hashtags out there that I see which I think I know what they mean, but I'm not sure. And nobody explains what they are. And again, it creates that feeling of this isn't for me, I guess, because I don't get the joke. And that's really unnecessary and so easy to explain. So I'll leave it at that and see if people have any questions.

>> Jessica: Thank you so much, Andrew. That was really wonderful. And I appreciate that you were talking about focusing on Twitter. I think I had forgotten that one of the first things I learned about social media organizing was don't feel like you have to be on every platform, but you know, pick what you can do and do it he well. Right? That depth is more important than breadth when it comes to really connecting with people.

And that stood out that you said you and Alice and Greg became friends on Twitter early on. Right? So I think in a minute we'll come back to some of those concepts of community. How does that actually happen.

>> Andrew: if I could just adding some real quick. We've been doing this since early 2016, the three of us. And the three of us have still never met in person.

>> Jessica: That's pretty great.

>> Andrew: Yeah.

>> Jessica: Kindred spirits. I love it. Thank you. I also appreciate some of the things you talked about reminded me of accessibility, and so we'll come back do that as well. We have two surprise speakers who are going to speak just for a couple minutes each. So first I am delighted to introduce Bisma. Let me spotlight Bisma Farzansyed. She joined the organization where I work a couple of months ago as the first ever digital organizers and has been doing some incredible work. So I invited Bisma to share a couple things. So go ahead.

>> Bisma: Thank you so much, Jessica. Yes, I'm really happy to have joined this organizing space in senior and disability action. So my main goal has been to figure out how to map our in-person organizing, which is so robust and beautiful and built around community and making sure that we are transferring to an online presence.

And so one of the first projects here at senior disability action was to figure out how to stand by our rental subsidy demands that our members were working so hard on. So part of it was political education of seeing conversations with the board of supervisors being a means of story telling and holding those workshops, but then also using platforms that members had been engaging on, such as Zoom, to many record those videos or meet with a person and record the 70 lments they were sharing on the importance of rental subsidies.

So at the end, we were able to submit 13 videos in total, three of which were in Spanish and 10 in English. Of our members speaking on the importance of rentals subsidies, that was so effective at building community across Zoom, online, and kind of mapping what we have been doing in person. And so really excited about all of these projects, and the most recent one that I have taken on, along with our members, is actually holding a social media advocacy course where we're actually increasing our members' comfort online, especially older folks who may not be as in tune with how Twitter or hashtags work or may have just gleaned enough information to get on a Zoom meeting. So part of it is also a conversation on accessibility. For instance, in yesterday's class, we also talked about how to create at * alt text. When forks remotest posting online, I'll also drop the link for the class, because for the class going on, we would love to have it shared with as many people who want to increase their digital and social media skills. It is every Monday and Wednesday from 3:00 to 5:00 p.m. PST. And we would encourage anyone who is willing to open the conversation on how to increase our comfort online and find community to also join that course.

>> Jessica: Thank you so much, Bisma. And if you -- this isn't just a perm plug, but because Bisma is putting out so much great stuff, I would definitely follow senior and disability action on Facebook, Twitter, now Instagram, and you'll be able to see I think the budget videos are going to be posted in the next week or two. And like Bisma said, the social media, of course, is already there.

So our next surprise speaker is Blake Kim. -- Blythe Kim. I can't spotlight you if you can't do video. That's fine.

>> this is Blythe. I just turned my video on.

>> Jessica: Perfect. Thank you so much. There's Blythe. She's communications director, manager, I apologize. At Detroit disability power, which we have been honored to work a lot with DDP in the past and have had several of their other organizers here. They're doing amazing work. And so Blythe is going to share a little bit about what she's doing in terms of digital organizing.

>> Blythe: Thanks, Jessica. Yeah. I'm entering my fourth week as communications Director at DDP, and before that I was at another group in Detroit doing organizing, as one does in the pandemic, virtually. Yeah. It was, I will say, even that I started like a month, I was a month into the organize before we were all working at home. And so organizing a community without having known the community, you know, is a challenge. And just holding onto the idea that organizing is relationships and that developing those relationships in a virtual space can be challenging and really finding value in, like, finding the people that were in the same spaces as I was of, like, trying to be involved, but also finding it to be new and building off of that energy of wanting to be participatory and developing them to be community organizers on their own, especially in this digital context. It seems like it's really easy to push a button or share and get people to, like, on social media, like there's some real action that where he need people to be doing and finding that it's really much more impactful when it comes from a pier that's been -- peer there's been developed as a community organizer, rather than myself as a staff member telling people to do something, finding that on Zoom, when it's just speaking on my own, asking a person in the community to speak on your behalf or on the mission's behalf is really effective, as well as, like, everything is about, like, education and prep work and making sure that those people are prepared going into those spaces to do the work and really relying on that community organizing is about community.

>> Jessica: Thank you so much, Blythe. That was really great to hear.

So I'm going to bring up all our speakers. Give me one second to do this. Okay. Got everybody. So thank you again for everyone being here, and I'm going to start with a few questions and then we'll have some time for other questions from the chat. I also want to call out what we have started doing, we can use our call next month, the third Tuesday of the month, the same time, so

we'll use our September time to continue this conversation, we may not have our speakers with us, because they're automatic very busy and may not have time. But we will have more time to do small groups and really been what we're doing in our own organizations and our own communities and I'm thinking we can use the organizers forum itself as a little practice. Right? How do we reach out more to people on Facebook and we're not even on Twitter and we should be. Bring more people into this space. So mark your calendar for that.

So I want to go back to some of these questions about community. I know Irene was talking about how important to create community. I want to start with Irene and our other folks to jump in on how do you actually help people feel like they're part of something and feel connected to people without being face to face?

>> Irene: Yeah. It's a big question. So I mentioned Facebook groups of that's kind of where my mind first goes to when thinking about this. Yeah. Ink another way of kind of opening the door to building community is making people feel like their realities are being witnessed and, like, they can have an emotional connection to the work, you know, that it's not just it's not just transactional. Like hey, we need for you sign this. Obviously, like many of the issues are very emotional the connection and person-to-person connection that's inherent in those issues isn't necessarily spotlighted. So one thing we've done, I also work for the bay rising action, our sister organization, and we did some ads in support of candidate running for the running for the San Francisco attorney office in 2019, about the progressive District Attorney candidate, and one of the big issues that had come up in San Francisco was accountability for the Police Department and what policing looks like in San Francisco. There had been some high profile killings of community members by police, and our local partner organization had personal relationships with some of the parents of some of those people, and they were very motivated to record videos for us for the campaign. Talking about how important it was for us to elect this candidate. And yeah, they were very emotional videos. They were directed and conceived in partnership with those family members. And I think judging by the comments and the engagement on those ads, it really helped Latino and black voters in San Francisco make the connection and link the site to racial justice as well and kind of open the door to building community around this campaign.

>> Jessica: Thanks, Irene.

Any other speakers wanted to add to how we build community online?

>> Andrew: Well, thinking about that, and I'll say we certainly -- crip the vote has certainly built a kind of community online. In fact, you know, definitely that's the only way we can, because it is a national campaign, international, too. Other countries get involved when they have elections here and there. Especially right now in Canada, oddly enough. So I don't think that we ever really were conscious of it as a goal or an effort. I think we were the ones who were taken by surprise at the development of a community. We tended, the three of us, myself, Alice, and Greg, I think at the time tended to be -- had a more business -- questions stuff we wanted to do and stuff we wanted to talk about, you know? And what ended up happening is people formed sort of a community. So I think sometimes it can happen. You can back yourself into a community rather than just create one consciously. I think if we did it now, started now, we probably would do it more consciously and maybe it's something we can do going forward is try to more consciously create that, but it emerged because people were talking everyday. So maybe creating the space where that is possible, just to encourage that sort of everyday, ongoing conversation is a help, you know. It doesn't have to be highly programmed. It doesn't have to be highly monitored. There is a question I saw in the chat about monitoring it, and I just say I think this is part of it, too. For somebody who asks why do we spend a lot of hours monitoring all the tweets from crip the vote? And I'm do he go to say yes and no. Technically, what we do, what I do, and I think Greg and Alice do the same, in Twitter, you can type in a hashtag into a search bar and get the only -- only the tweets, view only the tweets with that hashtag. So it's relatively easy to, you know, monitor them without having to read through a ton of extraneous stuff. I check it everyday at least once. It's on my to-do list everyday to go look at stuff, re-tweet things, respond to things. So everyday, regardless, I will do that a little bit. So it has to be ongoing, but it doesn't have to be hours and hours. And as far as monitoring, you know, we always try to have a light touch and not be, like, real particular about, well, this isn't the appropriate way to respond to that, you know

? Or yelling at people for having the wrong etiquette or, like, if they wanted to make a comments about their health and use the hashtag, you know, we weren't going to say, well, thank you, but that's not really political, so don't use -- you know? It is possible to do it in a very persnickety way where you're, like, micro managing it, and I think that would discourage community. And the fact that, number 1, we didn't want to do that, because it takes a lot of work, I think it helped, too. So having a light touch, letting people talk about their lives, their dogs and cats if that's something they want to do on a day, don't be too particular about the community. Obviously, with some kind of reasonable standards. You know, don't tolerate insults. You know, of any kind: Racial, ethnic, or just general, like, being mean to people. And that includes --

>> Jessica: Andrew, I'm going to stop you there, if that's okay, because we only have about five minutes.

>> Andrew: Yeah.

>> Jessica: Thank you so much for all of that. We could talk for hours. It's great. Bisma, Blythe, do you have any comments on community before we go on?

>> Blythe: Yeah. Just to go off what people have been saying, I think, like, a lot of the struggle of getting people to do what you need them to do has been a lot of -- the best way is hand-holding. So for instance, on Zoom, a practice that I have really gotten into is, like, screen sharing, filling out the comment commitment card at the end to show, like this is the time to do it together,

and that it's really effective. But there are other actions that require not so subtle hand holding. And knowing that takes a lot of personal energy. And just being able to, like, identify that if, like, if you have your allies within your community, that you can count on them to be, like, the rest of the tendrils within your community. Those are really the people to he know gage. Yeah.

>> Jessica: Thank you. I love that.

Okay. So I'm going to turn to the chat. And apologies. There has been a lot going on in the chat. So the big thing is that I will send everything out and we will bring it back into next month's conversation. So if you are interested in following up, there's a link in the chat if that is not accessible to you, then stay on after 11:00 or just put your e-mail in the chat so I'll make sure you're included. But I'm going to go back to Irene to comment on what kind of the conversation about tools on community organize okay tick-tock.

>> Irene: Definitely. Edison was asking about this. There are a lot of tools for community organizing, and they're constantly evolving. Action network is one that bay rising uses, and it's pretty low cost. In fact, there's an option that's free. And it's basically -- it's kind of a databases, but it allows you also to mask e-mail. They have an option where you can add on to be able to text people. And it lets you set up petitions and Events that you can capture participants' contact info, so that's one that I would definitely check out, but beyond that, there are lots of different tools. It just depends how you're thinking of contacting people. And in terms of tick-tock -- TikTok, I don't really know who is good at this, but I'm sure there are organizations. So I would start by, you know, asking people who are really on TikTok a lot and seeing what they're observe and go what they think would work, but I would check out sunrise movement. Wouldn't be surprised if

they're doing some tick-tock experiential and youth versus apocalypse. And power California. There aren't ads on TikTok, I don't think, but you could kind of get around that by planning TikTok challenges, like inviting people to make videos on that particular topic. And or getting, you know, inviting influencers to make videos and that could look like giving them honorariums.

>> Jessica: Thank you. Okay. So I want to wrap us up. I'm identifying a lot of things for our next call, which will be on Tuesday, September 21st. We can talk about accessibility and how we can really create spaces that work for people with all different kinds of disabilities. We can maybe talk about TikTok if folks want to. If anyone is an expert on TikTok or has any experience, please put that in the chat or let me know. We should talk more about community. I know there is a question about Twitter storms, so we'll talk about that. And then thank you, Irene, for these ideas about groups to check out who are doing great digital organizing.

Oh, and Tara put and barriers to accessing technology. Absolutely. We are combining our work at senior and disability action with a campaign for pushing AT&T to do free wifi and support of housing buildings where there's a lot of disabled people and seniors. So yeah, we'll bring that in as well. So we have a lot to do next month. I want to give a huge thank you to our speakers, Irene Rohas-Carroll, Andrew Pulrang, and our surprise speakers, Disma and Blythe. We are really grateful to have all of you. And our interpreters and our captioner and all of our participants. And I'm going to invite our speakers, we only have a minute or two remaining, but if you all have one parting thought, one thing that you wish you knew early on that you think is kind of a general rule, and I'm going to start with Bisma if you want.

>> Bisma: I think one thing I would have liked to have told myself is that this is a healing and learning journey for all of us collectively, so kind of just reminding us that there's no experts when it comes to social media or digital advocacy, but rather we're all in this learning journey together and to be patient with yourself, as well as the people around you.

>> Jessica: Thank you. Blythe?

>> Blythe: Yeah. It's just like I think it's always a learning journey. We're all learning together and being okay with the mistakes that are made and that, like, we can take responsibility and own up to them and make things better the next time.

>> Jessica: Thank you. Andrew?

>> Andrew: I think to have reasonably limited goals, especially for the medium you're choosing. So you don't expect something to come out of a particular platform when that platform is not really suited to do. Yeah.

>> Jessica: Great advice. Thank you. And a Berean?

>> Irene: I would say experiment, experiment, experiment. Figure out what works for your organization and your accounts. It doesn't have to be fancy. It can be small and grassroots to start out.

>> Jessica: Wonderful. Thank you so much. I'm going to ask for a show of hands if you are able to join on September 21st. Raise your physical hand or your Zoom hand. Okay. I'm seeing a bunch of hands. This is good. And in the spirit of experimenting and remembering that it's a journey, the speakers just talked about, think about one thing that you want to try doing in the next month or something that you want to come to the call and kind of figure out how you're going to try it on the next call or beyond the next call. Sound good, everybody? I see some thumbs up. Thank you. And we'll see you online. Take care. [Meeting Concludes].)

*****DISCLAIMER*****

THE FOLLOWING IS AN UNEDITED R OUGH DRAFT TRANSLATION FROM THE CART CAPTIONER'S OUTPUT FILE. THIS TRANSCRIPT IS NOT VERBATIM AND HAS NOT BEEN PROOFREAD. TO DO SO IS AN EXTRA FEE. THIS FILE MAY CONTAIN ERRORS. PLEASE CHECK WITH THE SPEAKER(S) FOR ANY CLARIFICATION.

*****DISCLAIMER*****