



At a Crossroads

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Indiana Association of the Deaf Conference

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My Journey

- NAD /Voices protest
- Christians for Liberation of the Deaf Community (CLDC)
- Deaf Counseling, Advocacy & Referral Agency (DCARA)
- CAD and the Deafhood movement
- Unity for Gallaudet protest 2006
- Deaf Bilingual Coalition/Audism Free America
- AB 2072 & Campaign course

What's the Challenge?

“Successful organizing begins with a sober analysis of the conditions within which we are working.”

The Current State of the Deaf Union- 2008 information

- 71% of families do not regularly sign
- 24.3% attend Deaf schools/special centers
- 86.9% of children are not educated appropriately
- 13.7% have CI, 406 kids have 2nd CI
- 6% of teacher-training programs focus on bilingual education
- 66%+ of the Deaf are un- or under-employed
- 432% increase in ASL enrollment 1998-2002
- Baby signs

Gallaudet Research Institute (November 2008).

Regional and National Summary Report of Data from the 2007-08 Annual Survey of Deaf and Hard of Hearing Children and Youth.

Washington, DC: GRI, Gallaudet University

Gallaudet University Research Institution
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The Mask of Benevolence

Harlan Lane

“The real political task...is to criticize the working of the institutions that appear to be both neutral and independent; to criticize them in such a manner that the political violence which has always exercised itself obscurely through them will be unmasked so that one can fight them.”

Michael Foucault 1974

Ideology & Strategy/Tactics

“This connection between ideology on one hand and strategy and tactics on the other is one of the hallmarks of transformative organizing.

Ideology is a worldview that gives the most essential direction to your life and leads organizations in their work to change conditions in the world.”

DEAFHOOD

linguistic minority

human rights

social welfare

medical

Ladd, p. 170

Brief Notes on Deafhood - 3

from Paddy Ladd's presentation 2008

- Deafhood can be said to encompass :

The total sum of all positive meanings of 'Deaf', past, present and future – all the largest meanings of what SLPs have been, are, and can become. Including

- all that Deaf people have created in this world,

- all that they created which has been lost to sight (because of colonialism).

- all that they might create in future.

Confusions

- **medical and cultural**

www.deafhood.us/wp/archives/950

- **culture vs disability**

www.deafhood.us/wp/archives/984

- **enthocentric**

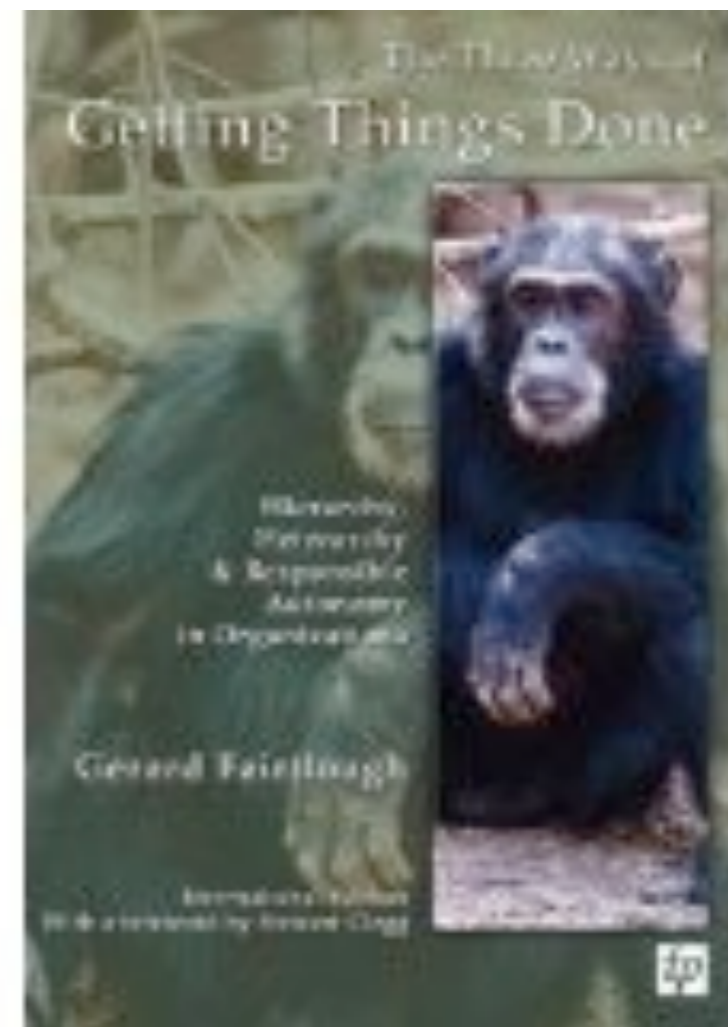
www.deafhood.us/wp/archives/1036

Ladd, p. 34-37

Three Ways of Getting Things Done

by Gerard Fairtlough

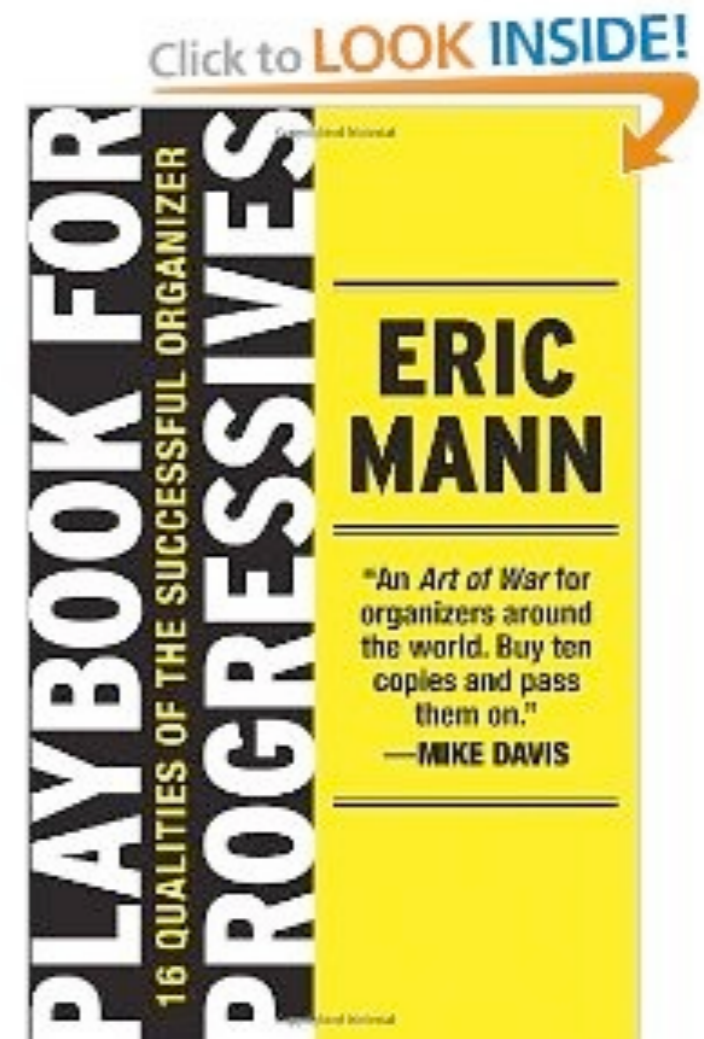
- Hierarchy
“top-down”
- Heterarchy
“equal”
- Responsible Autonomy
“independent yet
accountable”



Playbook for Progressives

by Eric Mann

- 12 Roles of the Successful Organizer
- 16 Qualities of the Successful Organizer



12 Roles of the Successful Organizer

1. The Foot Soldier
2. The Evangelist
3. The Recruiter
4. The Group Builder

12 Roles of the Successful Organizer

5. The Strategist
6. The Tactician
7. The Communicator
8. The Political Educator

12 Roles of the Successful Organizer

9. The Agitator

10. The Fund-Raiser

11. The Comrade and Confidante

12. The Cadre

16 Qualities of the Successful Organizer

1. Joins an Organization Based on Agreement with its Strategy and Tactics
2. Builds a Base and Never Walks Alone
3. Signs with the Choir but Finds Her Own Voice
4. A Good Listener: Keeps an Ear to the Ground

16 Qualities of the Successful Organizer

5. A Good Investigator: Seeks Truth from Facts
6. Tribune of the People: Fights for All the Oppressed
7. Generosity of Spirit: Takes Good Care of Others
8. Self-Sustaining: Takes Good Care of Himself

16 Qualities of the Successful Organizer

9. Completes the Circle: From Start to Finish
10. Tactically Agile: Masters the Decision of the Moment
11. A Strong Class Stand: Which Side Are You On?
12. The Organizer as Expert: Science in Service to the People

16 Qualities of the Successful Organizer

13. Courageous and Militant: On the Front Lines of the Battle

14. A Strong Work Ethic: First to Arrive, Last to Leave

15. Relentless: Won't Take No for an Answer

16. Fights to Win: Leading the Great Campaign

Where is the Hope?

“The tradition of transformative organizing always finds the paths of hope. In dark times, what do we do? We organize.”

How will you answer the call?

“The exciting thing about being an organizer is there is little room or time for despair. There is always room for optimism; there is always something to do that is historically important, choices in one’s life that matter, a challenge against more powerful foes, great people to work with, and a real chance at victory.”

How will you answer the call?

- Join an organization and become involved.
- Make a move to be more strategically positioned in society.
- Understand your life from an organizer's perspective
- Organize where you are.

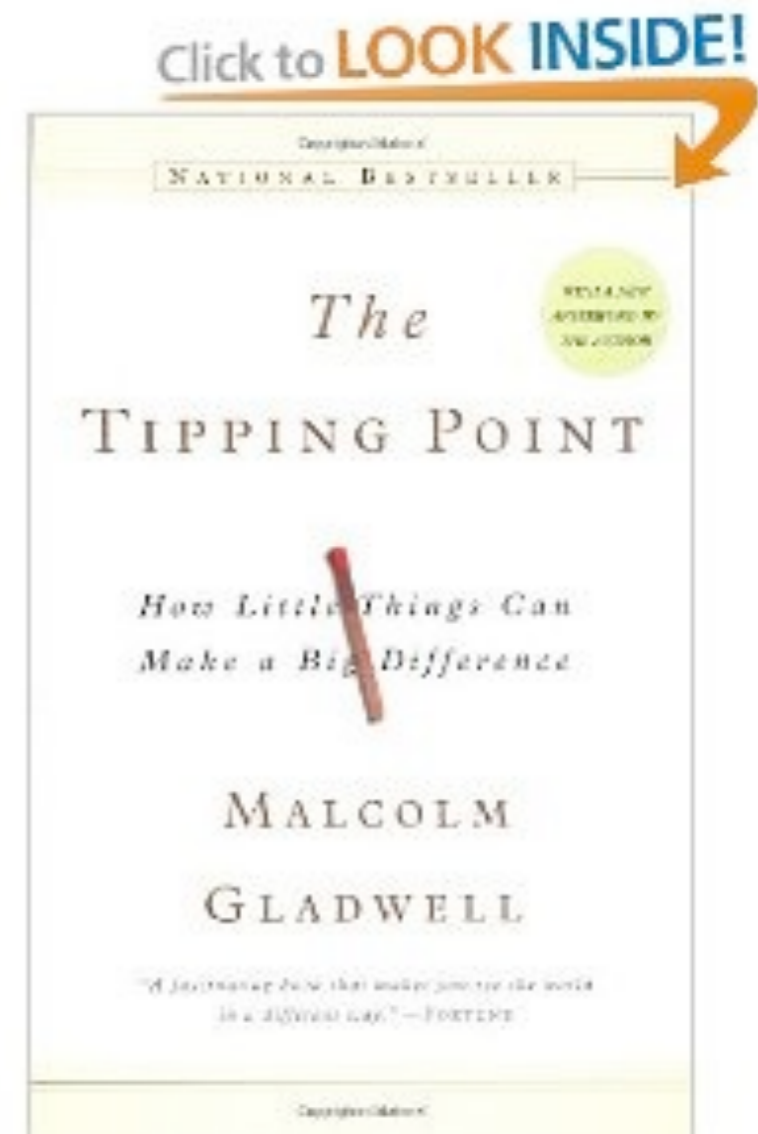
How will you answer the call?

- Build a deep base.
- Seek out national networks of organizations doing great work.
- Spread an international net.
- Create movement convergences and build movement centers.

The Tipping Point

by Malcolm Gladwell

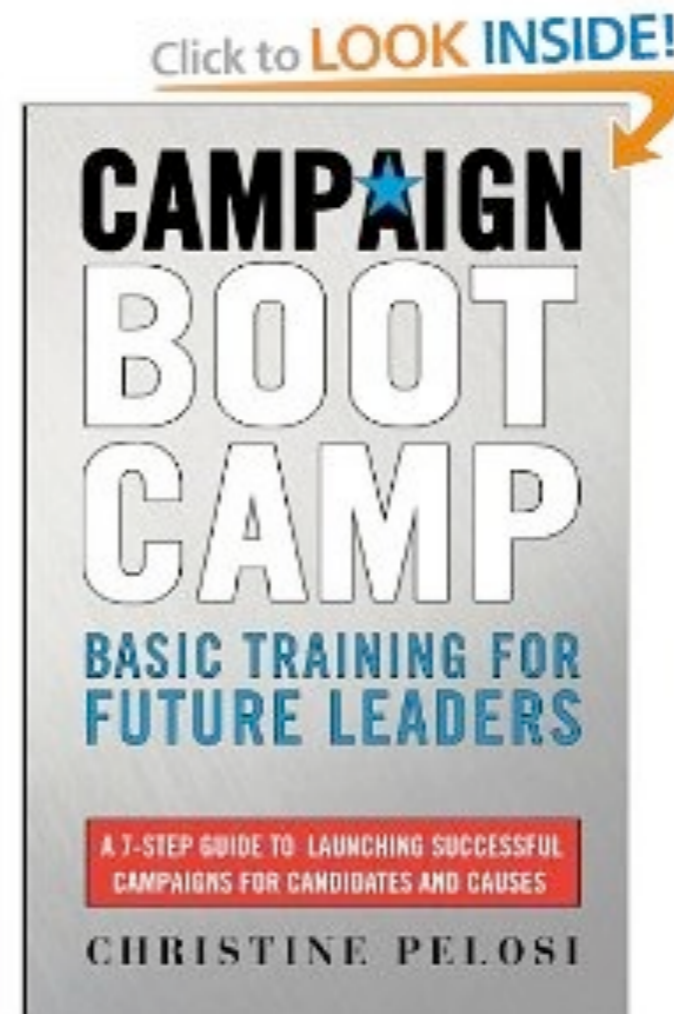
- The Law of the Few
 - Connectors
 - Mavens
 - Salesmen
- The Stickiness Factor
- The Power of Context



Campaign Boot Camp: Basic Training for Future Leaders

by Christine Pelosi

- Management
- Message
- Money
- Mobilization



Deaf-run professional community organizer



FACUNDO ELEMENT

Whole System Thinking

- Deaf trainers:
Clark Brooke, Adele Eberwein, Joey Baer

“It’s time to make history together.”

Eric Mann, Playbook for Progressives



