

SO YOU STARTED AN EXPERIMENT... MEETING PLAYLISTS FOR STARTING STRONG AND LOOKING OUT FOR EACH OTHER

KIT 2: SELF-ACCOUNTABILITY FOR MOVEMENT BUILDING

This kit includes materials from Self-Accountability and Movement Building with Shannon Perez-Darby and *Get in Formation* by Vision Change Win. It features video clips from Project NIA and Interrupting Criminalization's Building Your Abolitionist Toolbox series, workbook excerpts, and this facilitation guide.

This kit will support your group to reflect on individual values, experiences acting within and outside those values, and ways to respond when our actions are not in line with values. You will name ways to practice accountability together and talk about how this supports your movement work.

It will take about 1 1/2 to 2 hours, depending on your group's size and how long you spend on each activity.

You will need:

- » A computer, tablet, or phone to view the materials: workbook pages and video clips.
- » Notebooks and / or big paper for taking solo and group notes.

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SELF-ACCOUNTABILITY AND MOVEMENT BUILDING

Shannon Perez-Darby offers a primer to self-accountability, accountable relationships, and how these matter for our work in movement groups

(1a) STRONG RELATIONSHIPS

Why are relationships important to social movements?

Start here with a framing of the role of relationships in and between movements.



(1b) SELF-ACCOUNTABILITY AND THE ACCOUNTABILITY SCALE

Review these two clips to learn fundamentals in accountability.

What does accountability mean and what does it require us to know and do? How do we identify our values, know when we're acting outside them, and respond in ways that repair and make relationships stronger?



(1c) PRACTICE YOUR VALUES - PART 1

In your group, **review this clip about recognizing your values and identifying when you are acting outside your values.**



(1d) PRACTICE YOUR VALUES - PART 2

On your own, use the reflection modeled to **name three or more values** that are important to you.

For each, **write down a time you've acted in line with that value and a time you remember acting outside that value.** Hold on to these to come back to later.



(1e) BUILDING ACCOUNTABLE COMMUNITIES - PART 1

How we **understand and practice accountability** in our day-to-day lives and in our relationships are building blocks essential to imagining and building accountable communities, and learning how to "right-size" responses to conflict and harm.



(1f) BUILDING ACCOUNTABLE COMMUNITIES - PART 2

Review this ten minute panel discussion as four organizers discuss **how we can build self-accountability and movement work together**, and what we need to do it.



(1g) SHARE YOUR STORIES

In your group, **share values you identified for yourselves.**

Choose one example of a time you acted in line with those values, and one of a time you acted outside your values to share. Pick stories you feel comfortable sharing with your group and make sure you maintain other people's confidentiality.

When you acted outside your values, did you apologize? How did it go? Where did your response fall on the "accountability scale"?

(1h) TAKE A PRACTICE STEP

As a group, **reflect on your shared experiences** to identify:

1. **How practicing self-accountability is important for your group** to be sustainable and ready.
2. **One goal for your group to practice self-accountability with each other.** For example, check-in at meetings about acting in or outside values, have a point person who supports people's "right-size" responses to build trust, study to develop another practice.



bonus

GET IN FORMATION - VALUES, COMMUNICATION, AND SECURITY

Review this clip from the Building Your Abolitionist Toolbox session on Vision Change Win's *Get in Formation* toolkit. Ejiris Dixon and Mariame Kaba respond to a question about sharing and maintaining values in a group with flexible membership, and **connect identifying values, addressing conflict, and building group safety and security practices.**



Check out the toolkit and the organization safety planning worksheet, pages 28-37.

