

# **Appendix 3**

## **Glossary**

## Glossary

- Ableism:** The system that gives power and privilege to able-bodied people at the expense of people with disabilities.
- Adulthood:** The set of attitudes and behaviors that flow from the assumption that adults are better than young people, and are entitled to act upon young people in many ways without their agreement.
- Allies:** People and/or organizations that agree with your issue but for reasons that are different. Their self-interest is different from yours, but they want the same thing as you.
- Classism:** The system in which wealthy people have privilege and maintain wealth at the expense of working class, low-income and poor people.
- Community Interest:** A collective concern for priorities, health, and safety shared by a group of people.

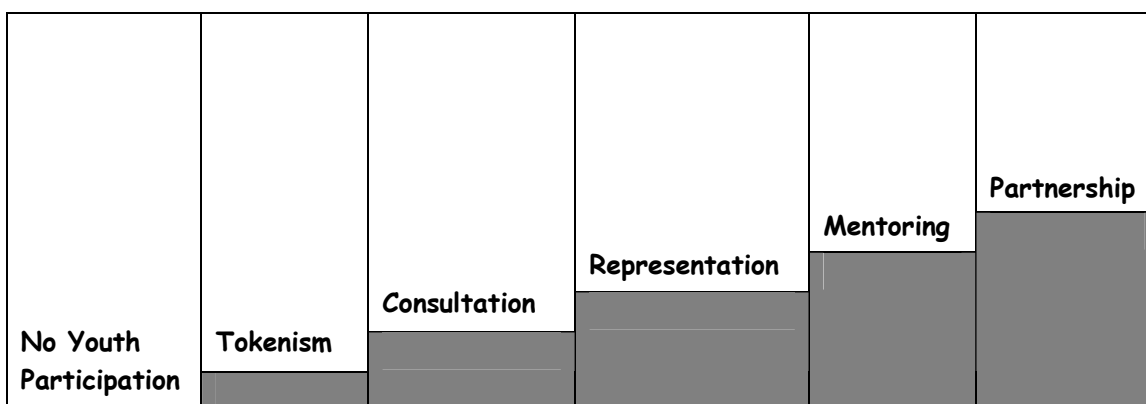
### Community Organizing Models:

- **Advocacy:** A group or organization that cares about a problem pleads the cause on behalf of the group affected by the problem.
- **Direct Action Community Organizing:** Bringing people together to use their collective power to win improvements in people's lives and challenge the pyramid of power.
- **Education:** Letting people know about issues so that people affected by the issue can understand the problem.
- **Providing Service:** Supply basic services to people who need them, often to meet basic needs such as food, health care...
- **Self Help:** People affected by a problem do something to help each other.

**Constituents:** People and/or organizations that agree with your issue and want to win the issue for the very same reasons you do. Their self-interest is the same as yours. Often, they represent the same group of people you are working with (e.g. youth).

**Continuum of Youth-Adult Power:**

- **No Youth Participation:** Unchallenged authority of adults.
- **Tokenism:** Adults set agenda and make decisions. One or two young people may be included, but often without training and without a promise that their suggestions will be taken.
- **Consultation:** Adults seek advice from young people, but on terms set by the adults.
- **Representation:** A select number of young people are put forward as representing their peers, usually via a committee system and with varying degrees of accountability.
- **Mentoring:** Adults provide encouragement and impart skills/values to help a young person achieve success.
- **Youth-Adult Partnership:** Young people and adults set agenda together, decide on issues and activities, and have joint accountability and shared responsibility.



## Decision-making Models

- **Autocratic:** The most powerful person makes the decisions, and that's that. Others participate by doing what they are told.
- **Consensus:** The group explores possibilities and looks for common ground – something everyone can live with. This keeps the group united and strong.
- **Majority Vote:** Each person chooses the decision we like best and votes for it. For a simple majority, the decision with the most votes wins. For some decisions (like changing rules) 75% majority is safer.
- **Representation:** A small group is elected to represent the rest and make decisions for them. Committees can do this for the group.

**Heterosexism:** The system that gives heterosexuals power and privilege at the expense of lesbian, gay, bisexual, transgender and queer people.

**Institutional Power:** The power of government, churches and corporations. The authority that institutions have to influence and control society. Institutional power is in the hands of the few but affects all people.

**Issue:** The specific solution to a problem.

**Opponents:** People and/or organizations that are not on your side of an issue and who stand to lose something if you win your issue.

**People Power:** The power that all of us have to **collectively** make change in the world.

**Power:** The ability to control circumstances or to make things happen.

<b>Problem:</b>	A broad area of concern.
<b>Racism:</b>	The system that gives white people power and privilege at the expense of people of color.
<b>Self-interest:</b>	Your concern for your priorities, your health and safety, and those of people that are connected to you (friends, family, neighbors).
<b>Sexism:</b>	The system that gives men/boys power and privilege at the expense of women/girls.
<b>Strategy:</b>	Strategy is a roadmap for building the power your group needs to win its issue. It involves an analysis of the organization, the political climate, allies and opponents.
<b>Strategy Chart:</b>	A tool developed by the Midwest Academy, which provides a process and visual aid for mapping out a group's strategy. It involves listing the goals that you have, the people you need to get on your side, the people who can give you what you want and the actions you need to take.
<b>Tactic:</b>	The actions you take to pressure the target into making the decision you want them to make in order to win your issue. Tactics should be within the experience and comfort level of your group, and out of the experience of the target.
<b>Target:</b>	The person with the power to give you what you want.