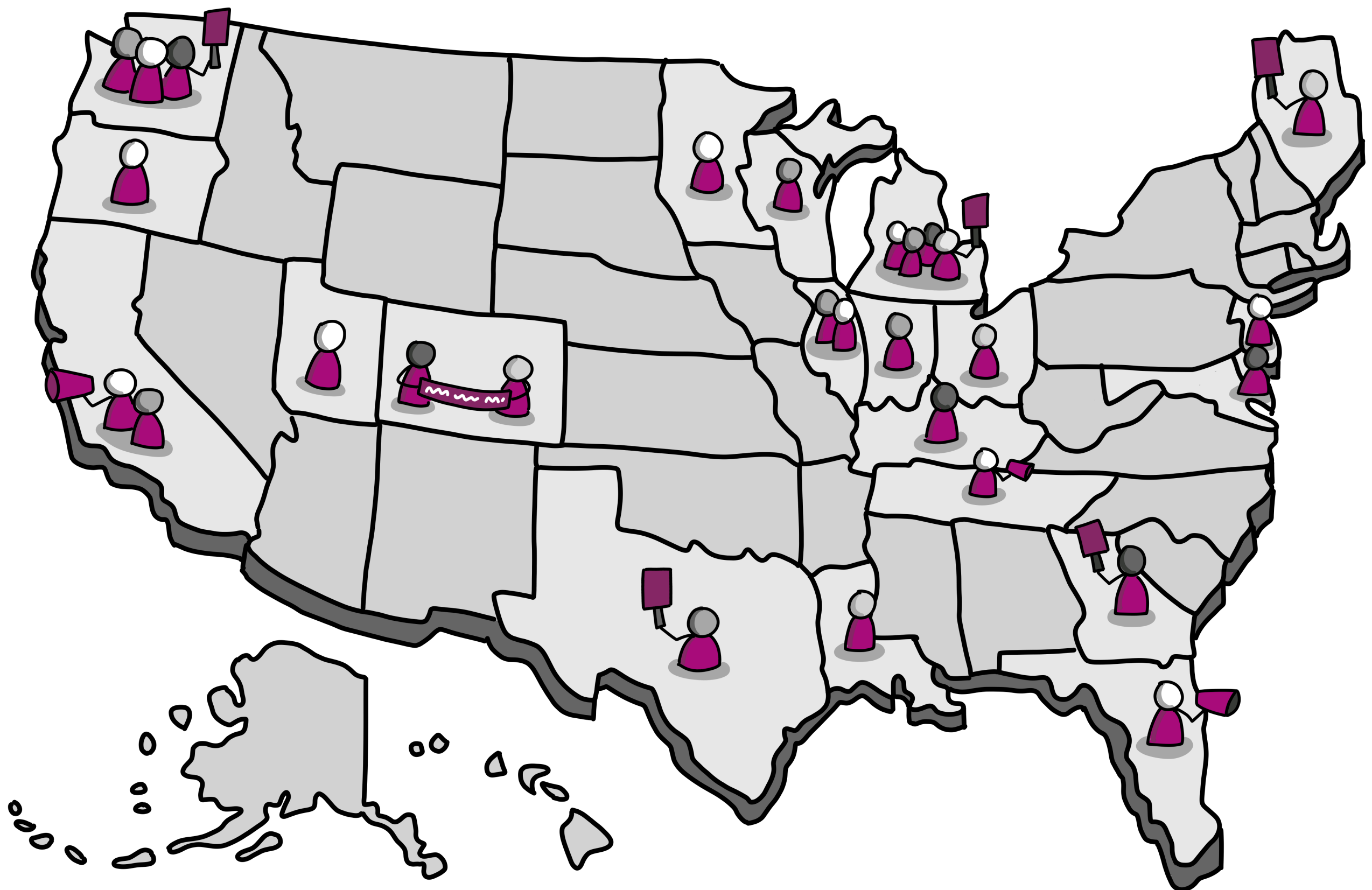


# POWER IN PLACES

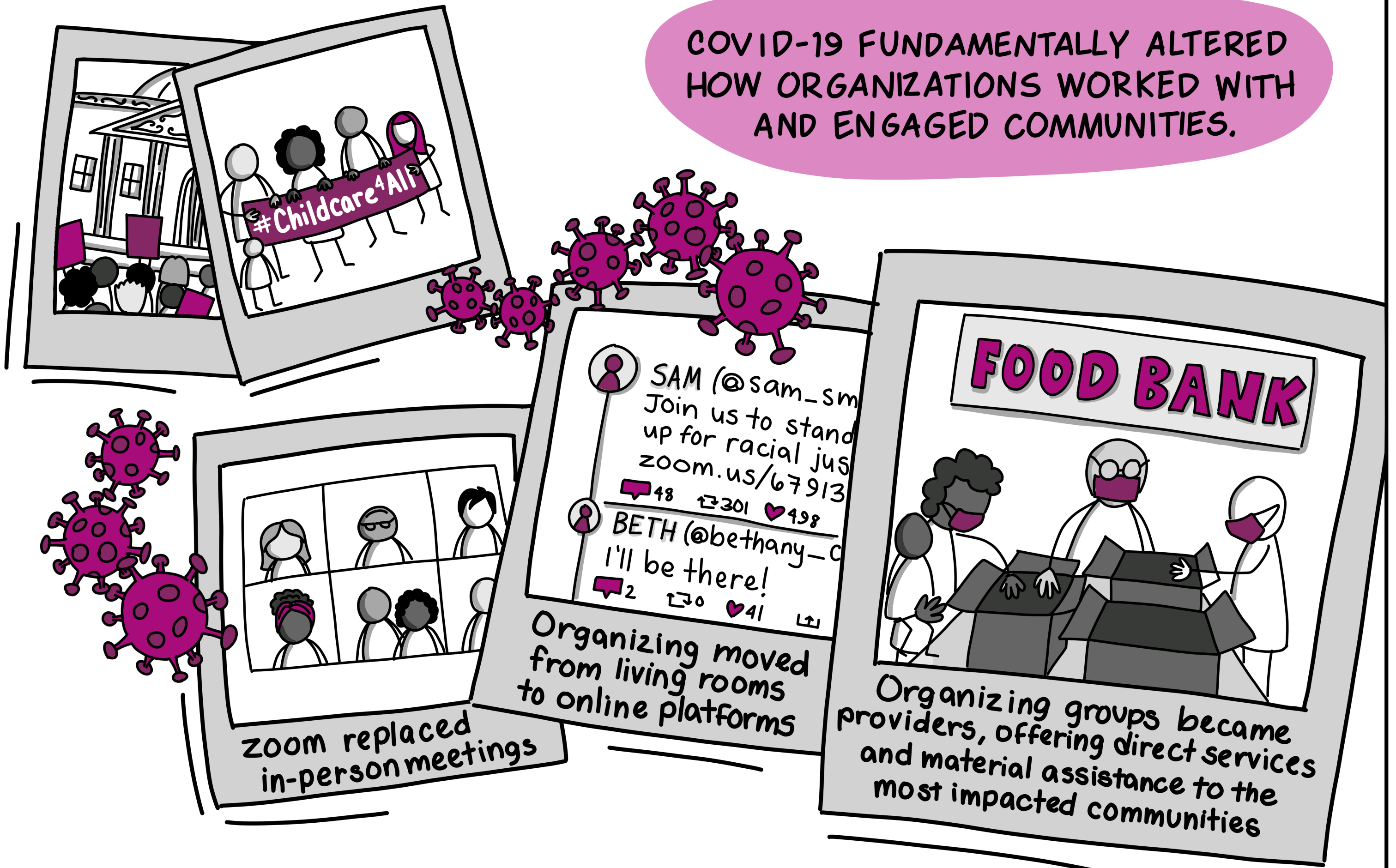


**ORGANIZING, INNOVATING, & CONNECTING  
IN A CHANGING WORLD**



# FOR MANY **COMMUNITY ORGANIZING GROUPS** THE PAST 3 YEARS HAVE BEEN MARKED BY **UNCERTAINTY**.

COVID-19 FUNDAMENTALLY ALTERED HOW ORGANIZATIONS WORKED WITH AND ENGAGED COMMUNITIES.



THE IMPACT OF THE PANDEMIC--ALONG WITH UNRELENTING POLITICAL ATTACKS AND PRECARIOUS ECONOMIC CONDITIONS--SPREAD ORGANIZING GROUPS THIN.

THE VOLATILITY OF THE PAST FEW YEARS PRESENTED NEW OPPORTUNITIES FOR THE 29 ORGANIZATIONS IN THE POWER IN PLACES COHORT.\*



\* For more info on Power in Places, see last page.

TO ADAPT TO THESE CHANGES, POWER IN PLACES ORGANIZATIONS ARE INVESTING IN THREE AREAS OF GROWTH.

# BUILDING & DEEPENING ORGANIZER BENCHES

PROFESSIONAL ORGANIZERS ARE KEY TO EFFECTIVE ORGANIZING.

THE CURRENT LABOR MARKET, DECADES OF UNDERINVESTMENT, AND INCREASING COMPLEXITY OF ORGANIZING WORK HAVE CREATED AN ORGANIZER STAFFING CRISIS.

## Top 3 Challenges to Hiring, Developing, and Retaining Organizers



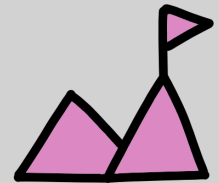
20\*

Finding qualified applicants



13

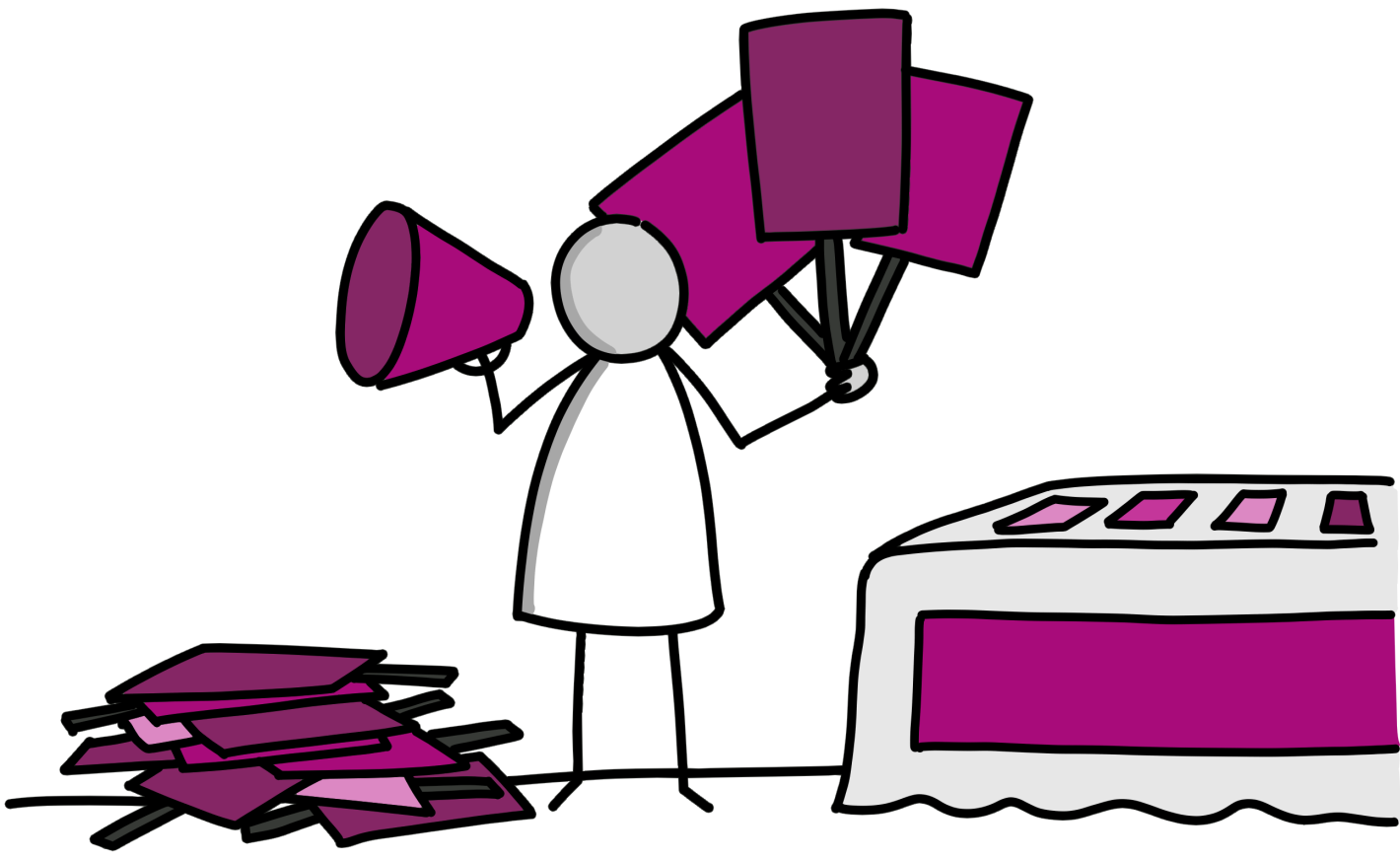
Managing organizers



12

Developing leaders into staff

\* number of Power in Places organizations



TO BUILD ORGANIZER BENCHES, POWER IN PLACES ORGANIZATIONS ARE:

1

Clarifying organizer roles and expectations

2

Developing in-house training and mentoring to support organizers

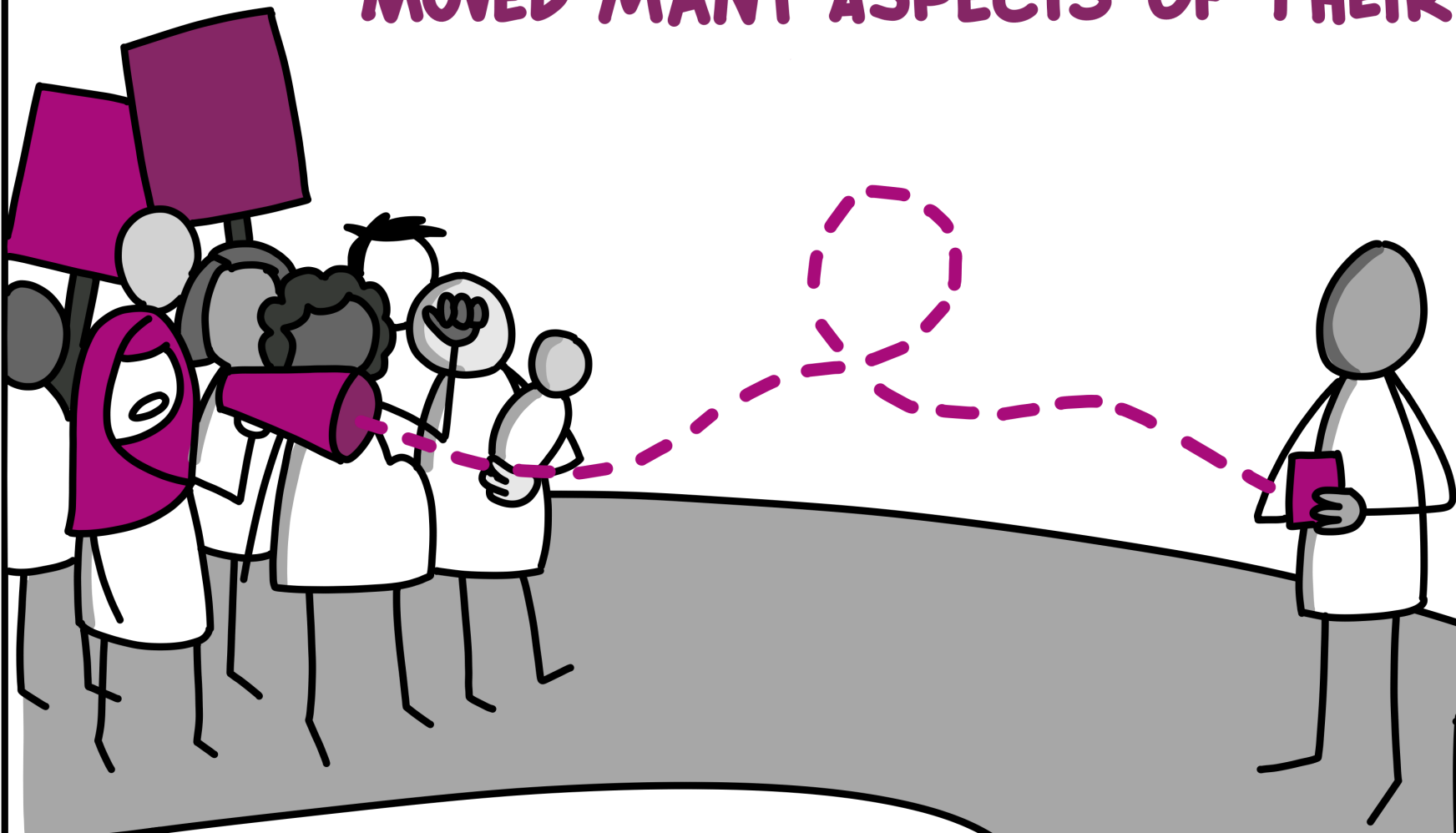
3

Creating pathways for base leaders to become paid organizers



# INTEGRATING ONLINE, OFFLINE, & HYBRID APPROACHES

WHEN THE PANDEMIC BEGAN POWER IN PLACES ORGANIZATIONS MOVED MANY ASPECTS OF THEIR ORGANIZING ONLINE.

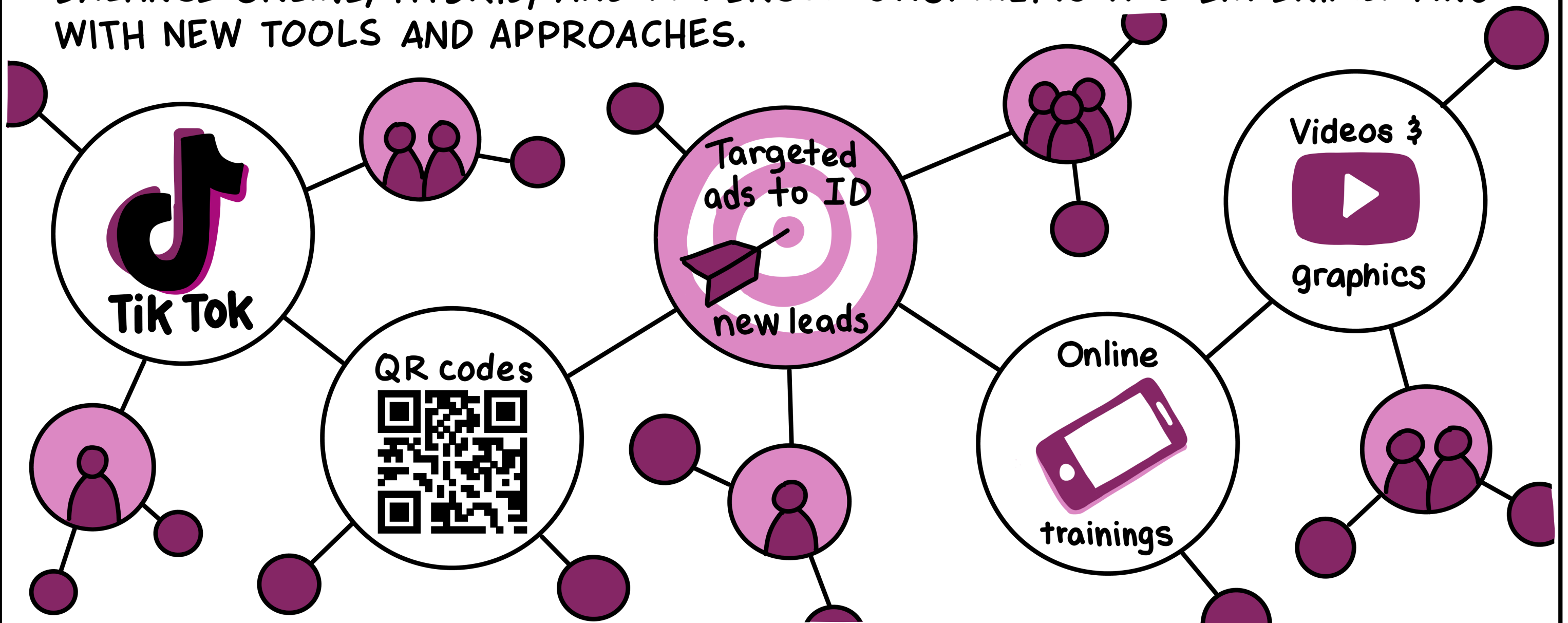


This remains one of the most significant shifts in organizing in the past few years.

AS THE PANDEMIC WORE ON, ORGANIZATIONS SAW THE BENEFITS OF ONLINE ORGANIZING.

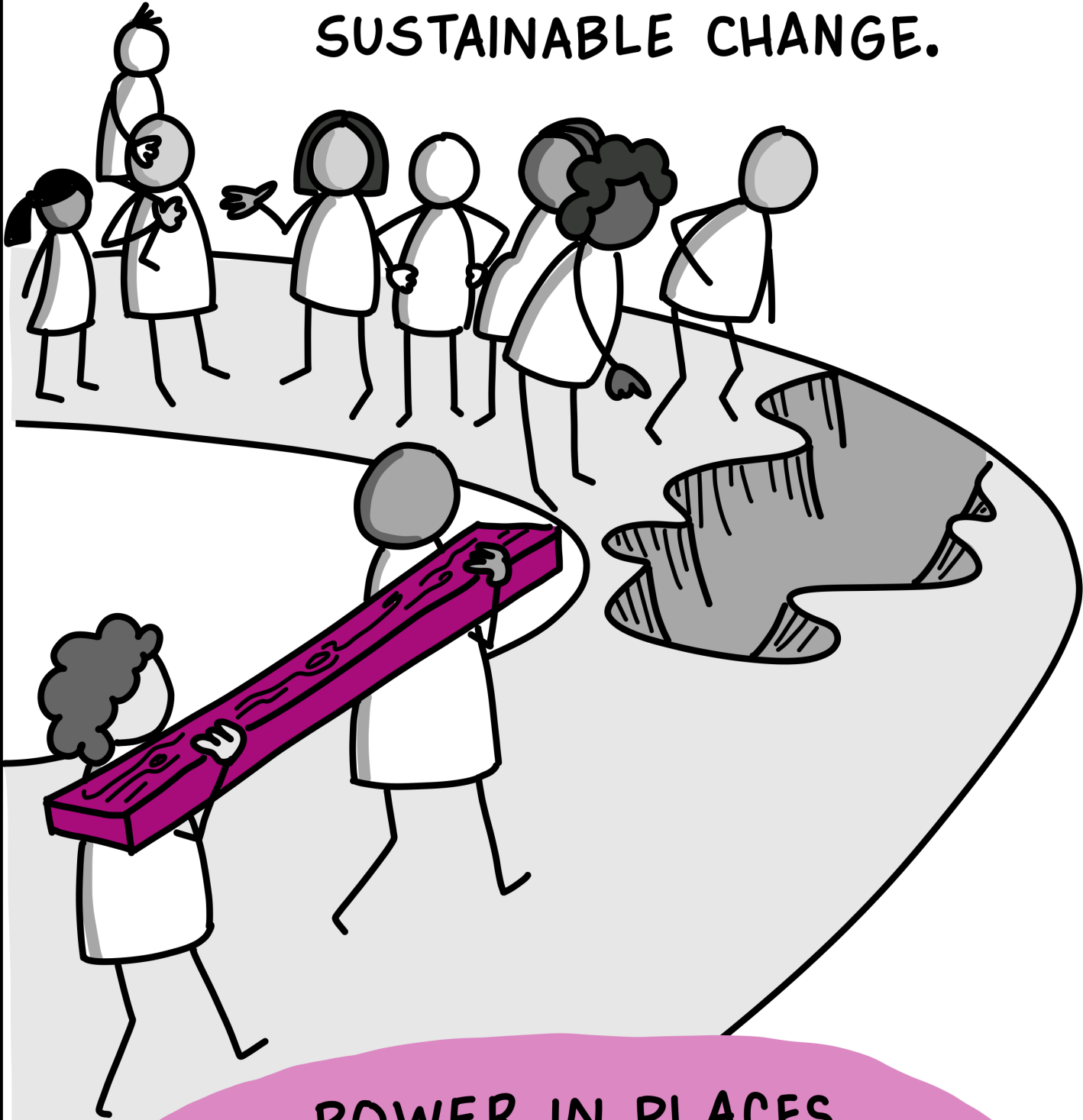


ORGANIZATIONS ARE NOW ADAPTING THEIR CULTURES AND PRACTICES TO BALANCE ONLINE, HYBRID, AND IN-PERSON ORGANIZING AND EXPERIMENTING WITH NEW TOOLS AND APPROACHES.



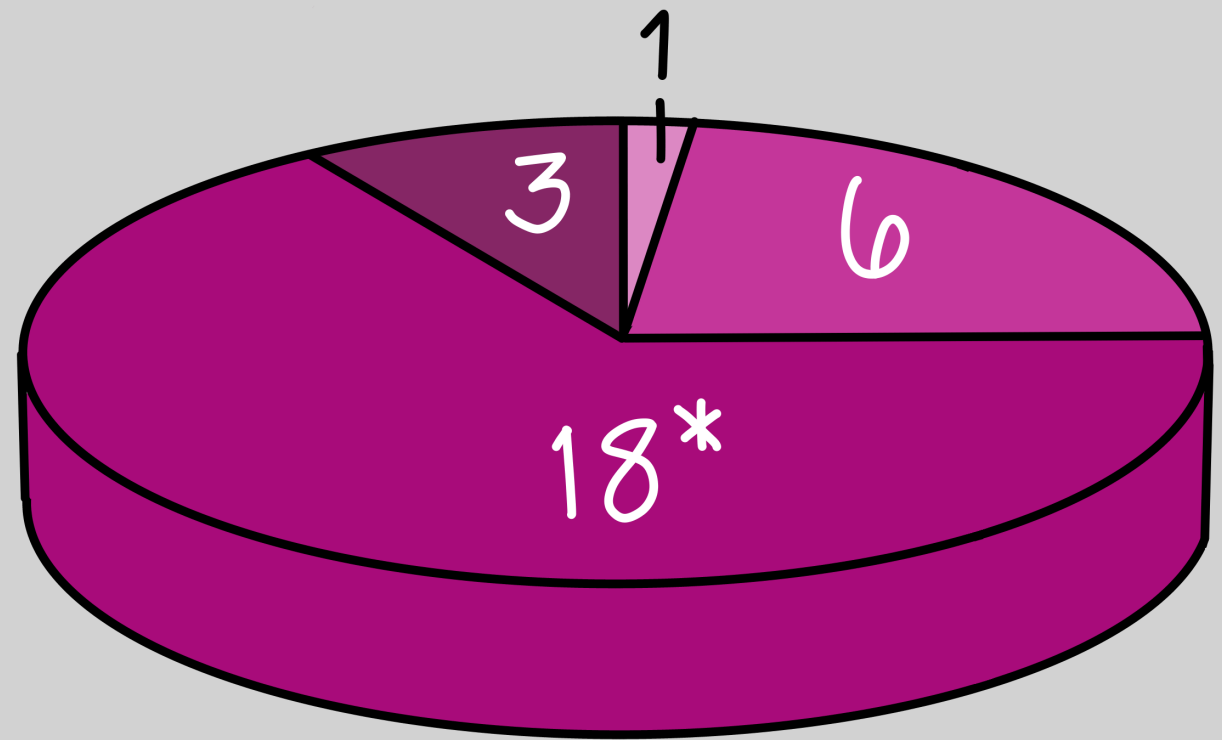
# DEVELOPING LEADERFUL ORGANIZATIONS

BUILDING MEMBERS AND LEADERS WITH THE ABILITY TO LEAD AND OWN THE WORK IS CRITICAL TO SUCCESSFUL ORGANIZING AND SUSTAINABLE CHANGE.



**POWER IN PLACES ORGANIZATIONS ARE INNOVATING STRUCTURES AND PRACTICES TO DEEPEN LEADERS' OWNERSHIP OVER CAMPAIGNS, ORGANIZATION GOVERNANCE, AND ORGANIZING.**

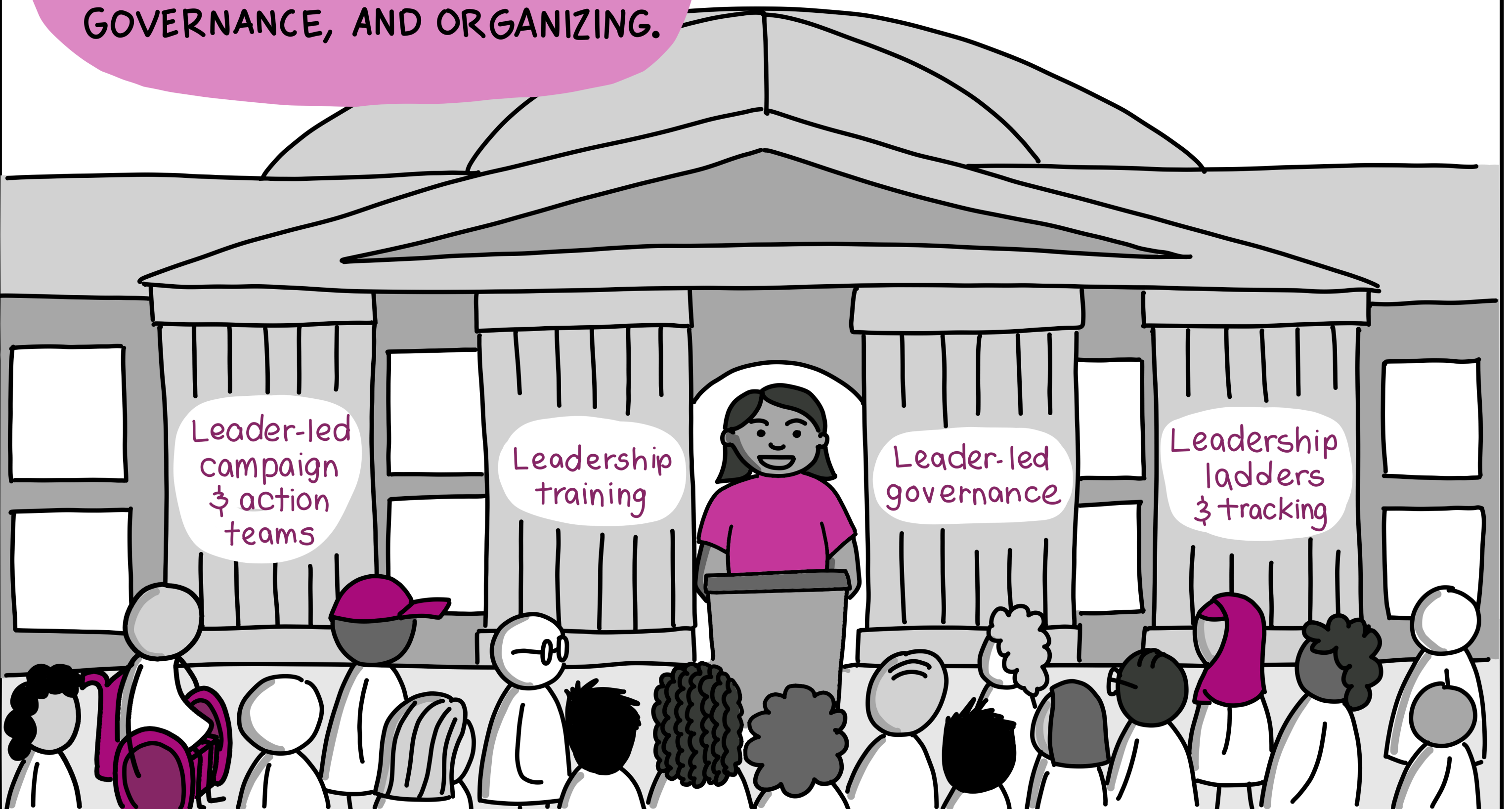
**89%** of Power in Places organizations do not have enough leaders



\*number of PIP orgs

Our leadership is:

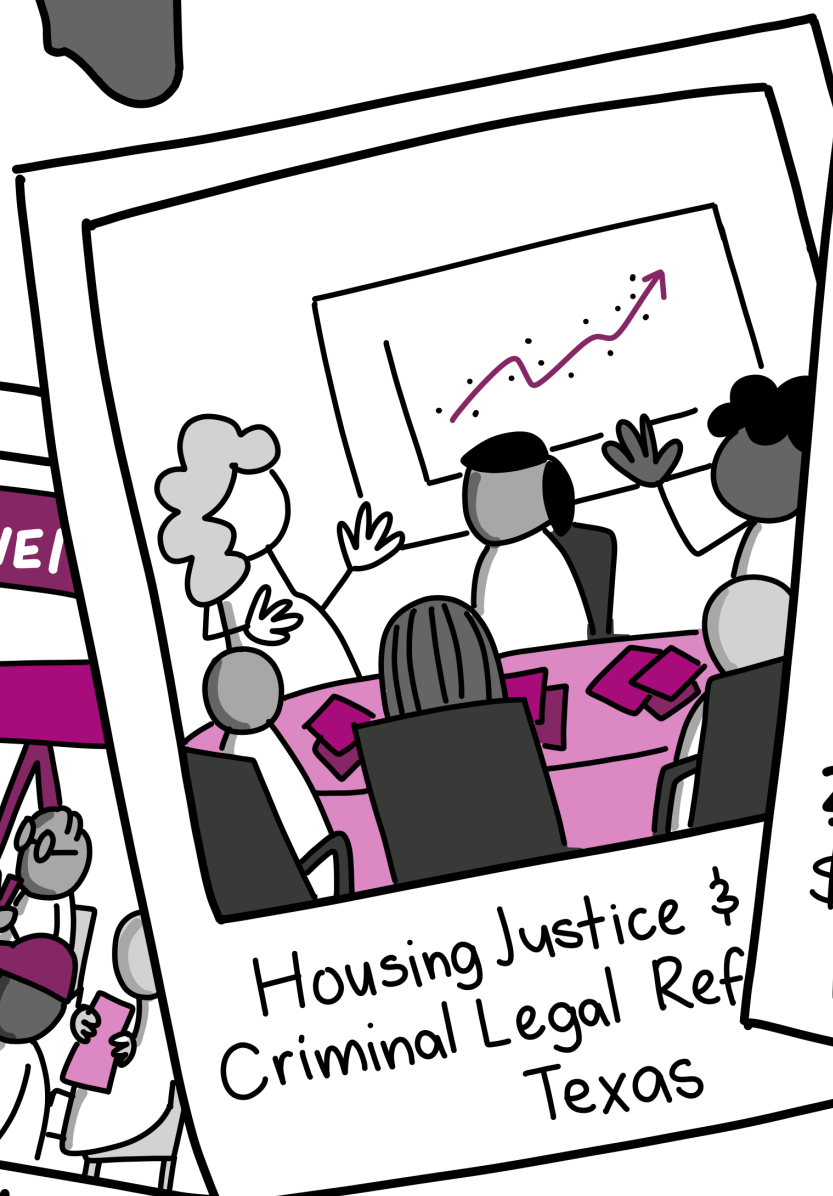
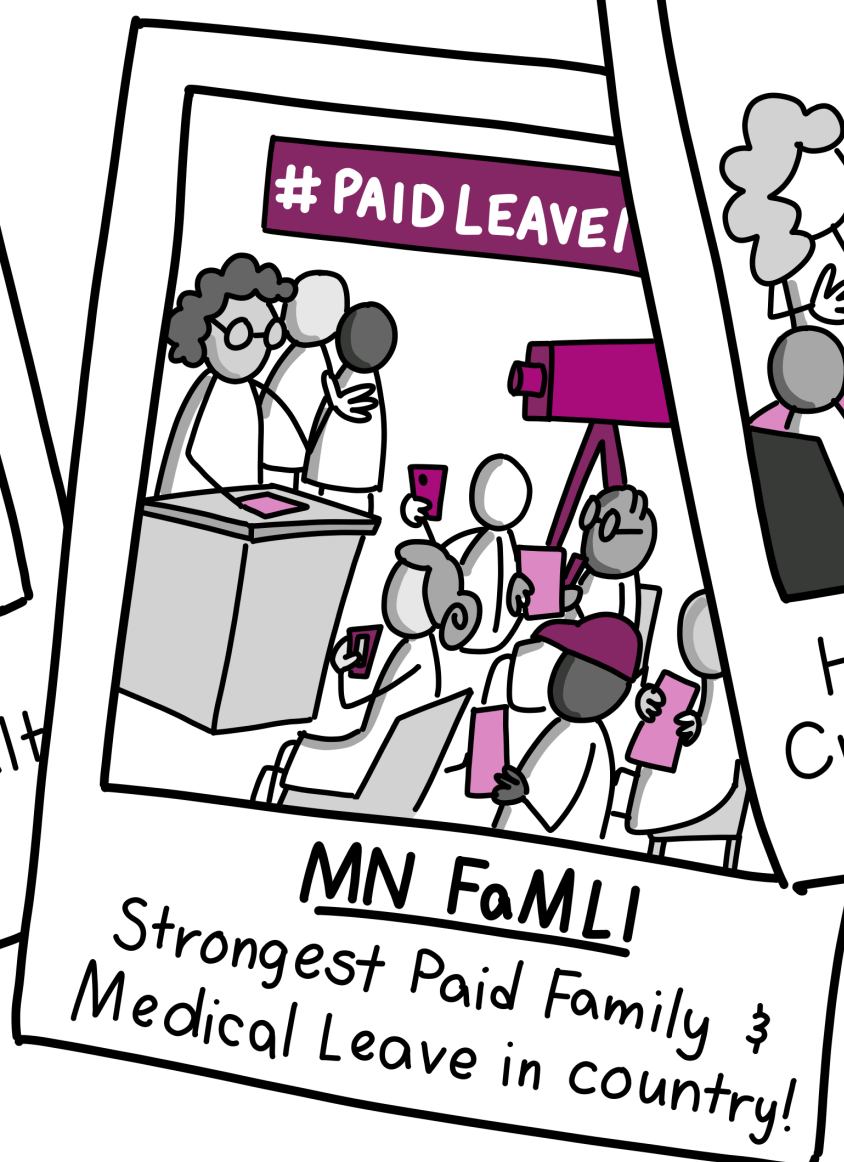
- We have no leaders
- Moving in the right direction; not where we want it to be yet
- Nowhere near enough
- Close to where we want it to be



# ORGANIZING IS HARD WORK. THE WORLD IS CHANGING.

THROUGH ALL THIS,  
POWER IN PLACES ORGANIZATIONS  
HAVE OVERCOME CHALLENGES,  
INNOVATED, AND ADAPTED...

... CONTRIBUTING TO SIGNIFICANT CAMPAIGN WINS...



... AND MANY MORE.

## WHAT IS POWER IN PLACES?

COMMUNITY CHANGE'S POWER IN PLACES INITIATIVE IS A PEER LEARNING COHORT OF 29 COMMUNITY ORGANIZING GROUPS IN 22 STATES AND WASHINGTON, DC. POWER IN PLACES FOCUSES ON SUPPORTING AND SURFACING SUCCESSFUL AND INNOVATIVE APPROACHES TO BUILDING GRASSROOTS BASES AND POWER IN BLACK, BROWN, AND IMMIGRANT COMMUNITIES.

SINCE 2020, POWER IN PLACES HAS PROVIDED PARTNERS WITH FUNDING, INDIVIDUALIZED SUPPORT, AND COLLECTIVE LEARNING OPPORTUNITIES TO SUPPORT AND DEEPEN ORGANIZING PRACTICE.

## ABOUT THE POWER IN PLACES LEARNING AND EVALUATION PROJECT

SINCE 2013, COMMUNITY CHANGE HAS PARTNERED WITH INNOVATION NETWORK, CLARK UNIVERSITY. AND, SINCE 2021, GRASSROOTS SOLUTIONS TO FACILITATE LEARNING ABOUT THE POWER IN PLACES INITIATIVE.

THE PURPOSE OF THE LEARNING AND EVALUATION PROJECT IS TO TELL THE STORY OF HOW POWER IN PLACES PARTNERS USE ORGANIZING AND BASE BUILDING TO BUILD AND WIELD GRASSROOTS COMMUNITY POWER. OUR ASSUMPTION IS THAT SHARING ORGANIZATIONS' BASE BUILDING PRACTICES AND HIGHLIGHTING SUCCESSFUL MODELS AND LESSONS LEARNED WILL SUPPORT POWER IN PLACES ORGANIZATIONS AND COMMUNITY CHANGE TO DEEPEN ORGANIZING PRACTICE AND GROW THE ORGANIZING FIELD.

This visual summary shares findings of an annual survey of Power in Places partners about their base and power building practices, successes, and challenges.