



REVIVAL!

Movements and Economic Change

Revival

- [ri'vīvəl]
- NOUN
- noun: **revival** · plural noun: **revivals**
 - an improvement in the condition or strength of something:
 - a reawakening of religious fervor, especially by means of a series of evangelistic meetings:
 - a restoration to bodily or mental vigor, to life or consciousness

Who We Are

- What we do...

An Invitation to a Conversation...

What do we mean by movement and institution?

How do they compliment and contradict each other?

How do we gain power?

What is the value /mission that ties us together?

What would a revival of the labor movement look like?

Our Foundation:

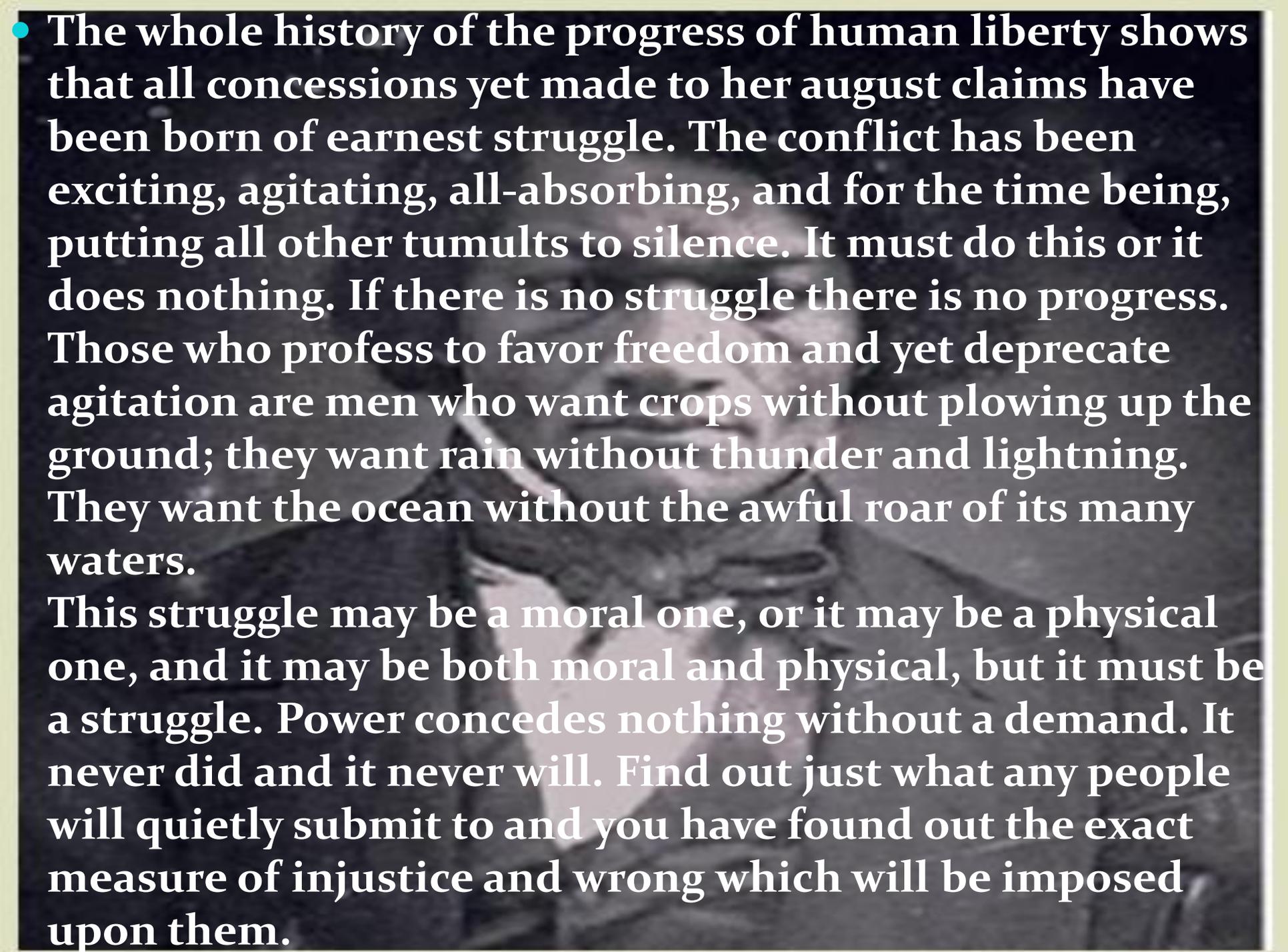


If it had not been for the discontent of a few fellows who had not been satisfied with their conditions, you would still be living in caves. Intelligent discontent is the mainspring of civilization.

Progress is born of agitation. It is agitation or stagnation.

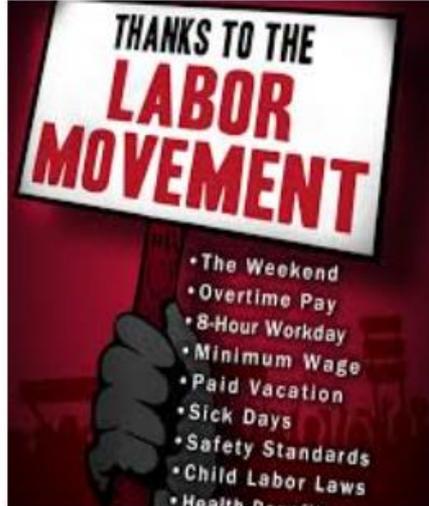
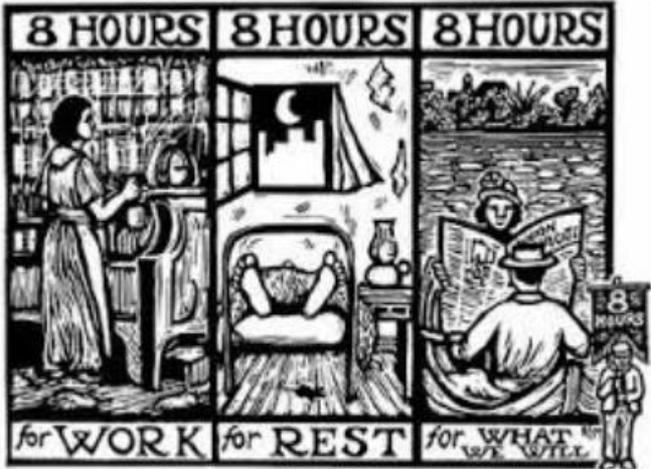
(Eugene V. Debs)

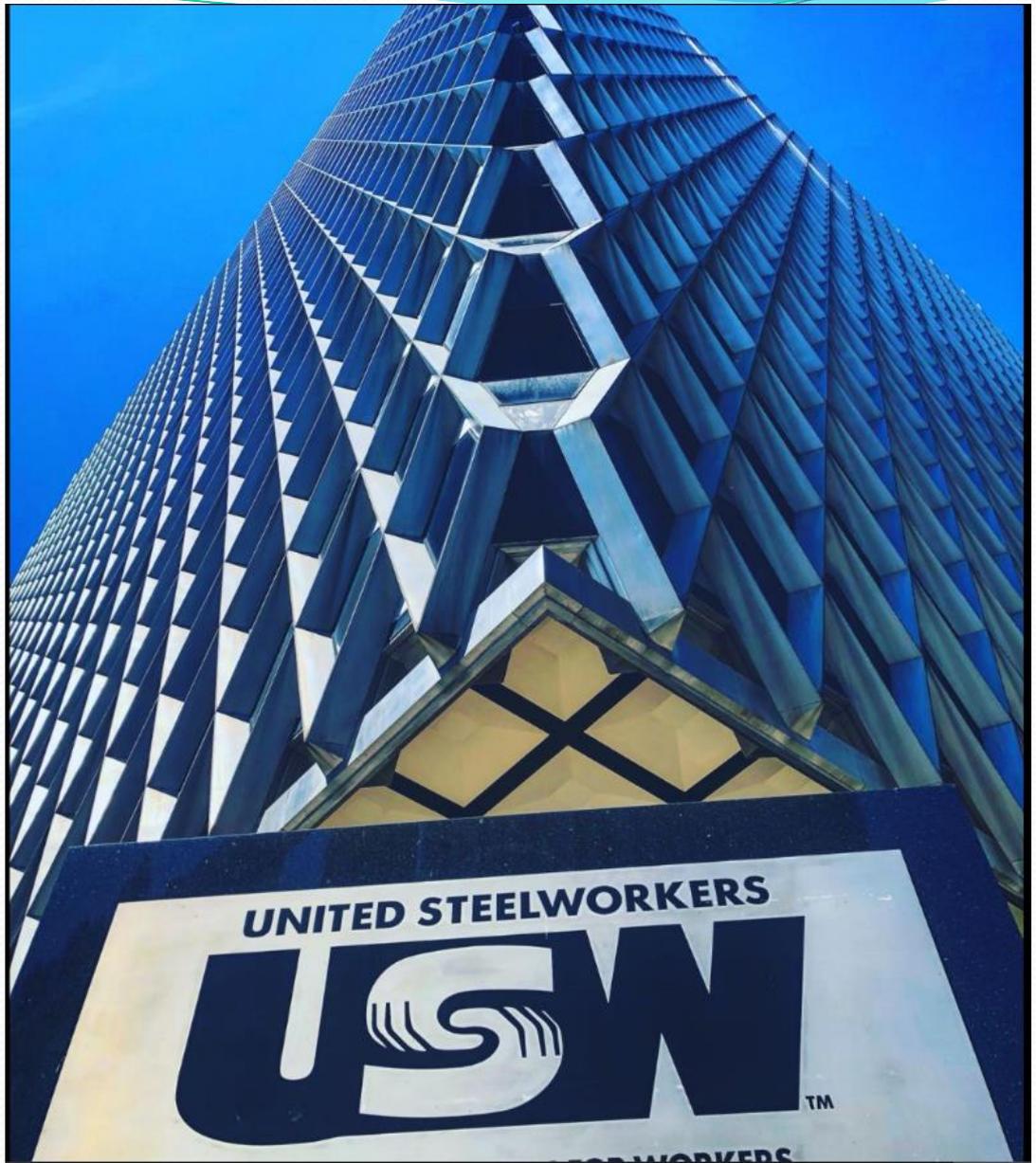
izquotes.com



- The whole history of the progress of human liberty shows that all concessions yet made to her august claims have been born of earnest struggle. The conflict has been exciting, agitating, all-absorbing, and for the time being, putting all other tumults to silence. It must do this or it does nothing. If there is no struggle there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground; they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters.

This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them.





A Shared Vision?

- As leaders, what should the labor movement's top priorities should be at this point?
- How do you believe our base would say our top priorities should be?

The Challenge for Labor Leaders...is to Lead

- It is not enough to build great organizations.
- We must also build a great movement.
- We use these terms as if they were interchangeable but in fact they are not.

Movement/Institution

- What are their goals?
- Advantages?
- Disadvantage?
- Paths to Leadership?

Comparing Two Forms of Power

	Movements	Institutions
Goal	To create change	To sustain gains
Membership	Informal	Formal
Requirements	Minimal, Cheap	Major, Costly
Advantages	Mobilize extensive power	Focus intensive power
Disadvantages	Difficult to sustain	Rigid, inflexible
Locus of Power	Base: Members	Top: Leaders
Paths to Leadership	Situational: Opportunistic	Organizational: Getting elected or appointed

Both Forms of Power are important

- But They Hate Each other
- Institutions eat their young - infanticide
- Movements try to kill their parents - patricide

Movements:

- Examples:
 - At your table
 - List 5 movements that you believe significantly changed the United States before 2000
 - List 5 movements since 2000 that have had a significant impact

The Minneapolis general strike of 1934



Teamsters Local 574



CIVIL RIGHTS



Sitting Down to Stand Up

THE QUIET DEFIANCE
OF ROSA PARKS

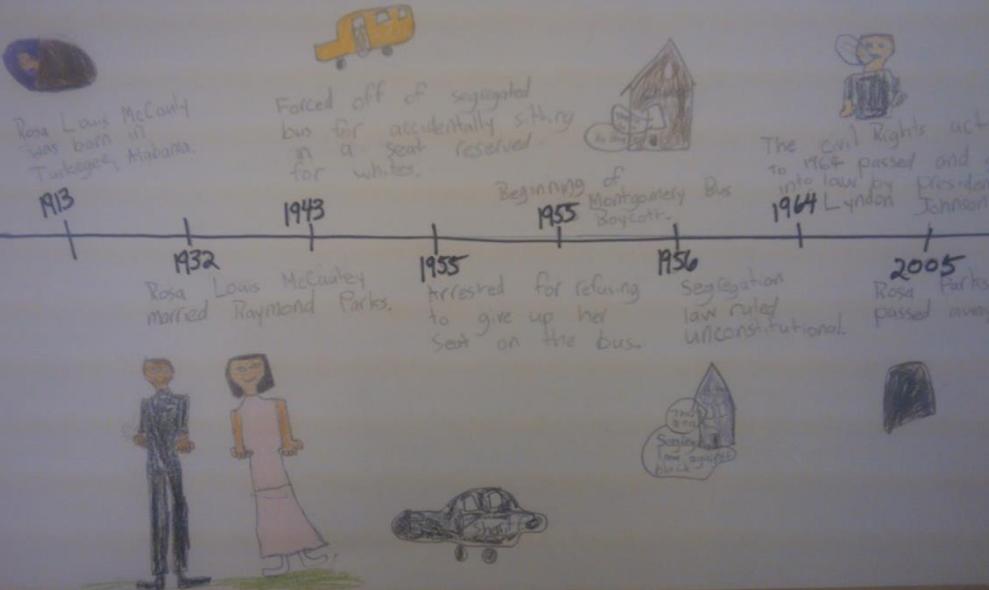
1913 - 2005

A Photo Essay >>



PAUL SANCYA / AP

Rosa Parks Timeline



During the 1950s, the Highlander Center played a critical role in the American Civil Rights Movement. It trained civil rights leader Rosa Parks prior to her historic role in the Montgomery Bus Boycott. Other movement activists trained: members of the Student Nonviolent Coordinating Committee (SNCC), Martin Luther King, Jr., Ralph Abernathy and John Lewis.



CHILD LABOR

SUFFRAGE MOVEMENT





Photograph by the International Ladies' Garment Workers' Union



Triangle Shirtwaist Factory Fire 1911

Occupy





Tea Party Movement



**BLACK
LIVES
MATTER**

CADOF.ORG



**MARCH
FOR OUR
LIVES** 



 **WOMEN'S
MARCH**



“The most enduring aspects of a social movement are not always its institutions but the mental attitudes which inspire it and which are in turn generated by it” – J.F.C. Harrison



History Says

- We cannot mobilize workers' power to create a better life for all workers unless we build a great movement.
- We cannot sustain the gains we achieve unless we build great organizations – not just labor organizations but also government organizations.

“Movements everywhere confront the fundamental problem that they are calling on human beings to realize a potentiality which people as a result of their everyday experience do not readily perceive in themselves.”

- Richard Flacks



Leadership is the Key

- Are we part of building a great movement for all working families as we strive to build great unions.?
- Do we have the passion, energy and teamwork to strive for greatness?
- Do we remember the difference a single individual with a powerful idea can make?

Leadership

Transactional Leadership focuses on the role of supervision, organization, and group performance; transactional leadership is a style of leadership in which the leader promotes compliance of his/her followers through both rewards and punishments.

Transformational leadership is a style of leadership where the leader is charged with identifying the needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of the group. It serves to enhance the motivation, morale, and job performance of followers through a variety of mechanisms; these include connecting the follower's sense of identity and self to the project and the collective identity of the organization; challenging followers to take greater ownership for their work.



“A strong, dynamic movement, then, occupies this difficult space in the center—the place of tension and balance between being a freewheeling organism and a disciplined organization. A movement that refuses to take on some organizational characteristics—authority, tradition, unity of belief, and quality control—will fragment and dissipate. Movements that fail to resist the

inevitable tendency toward complete institutionalization will end up losing their vitality and effectiveness. The job of the movement leader is to steer the ship safely between these two perils.” —Timothy J. Keller



“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”

What is your vision...





Can you think of concrete examples where you are running into this conflict?

How do we lead to empower the growth this conflict brings while minimizing the destructiveness?