



Building Values Alignment

A mini toolkit to support Left movement groups in building safety values to address safety threats. This mini toolkit is the third part of a series of resources on building organizational safety plans.

Organizational Safety Planning: Part 3

Vision Change Win's Safety Values



Visit the Appendix on pg. 7-8 for the definitions of these safety values.

Which of these values resonate with your group the most, and which ones might you adapt and change for your group?

Creating Safety Guidelines & Values

Have values alignment conversations with group members to ensure everyone is on the same page. Discuss and develop your group's safety values. Collectively answer and discuss the following. Your answers will build your first draft guidelines. Take time answering these questions because these values will inform your safety values that you will work on in Part 3.

- What's your position on banning people from your organization or office?
- Are staff expected to de-escalate and intervene in violence?
- What is your organization's position on calling law enforcement when interpersonal physical violence happens?
- Do you have community expectations on violence in the space?
- How do you want to address suicidal staff or community members in your group?
- What information do you keep in your office that could be used to target or create risk?
- What data/information do you collect and who has access to it?

Use the next page to explore your personal and organization's values around suggested hot topics.

Why are Safety Values Important?

In the space below, write why safety values are important to your organization.

Symptoms of Values Misalignment

Is your group experiencing any of the following? Share examples in the spaces below. Discuss with your group how these symptoms may get in the way of your values.



Unresolved Internal Conflict -



Fractured Incident Response -



Conflict Avoidance -

Journaling to Build Values Alignment

Pick from one of the **hot** topic items below. Then, explore the topic using the following questions in the space provided below each.



Should people be banned ever?



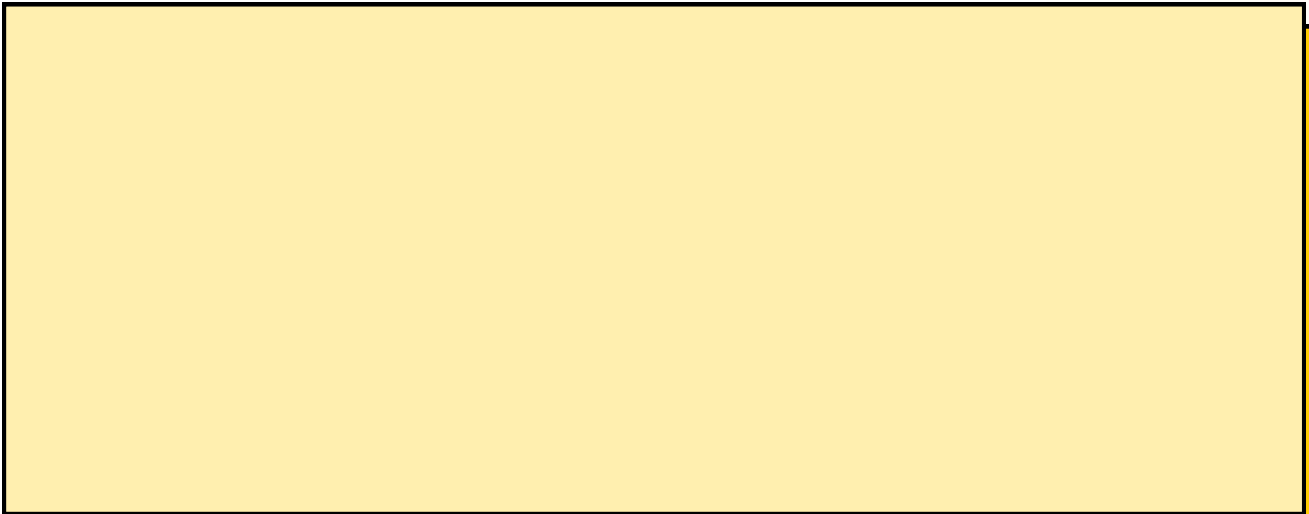
Is it appropriate to ask staff to intervene in instances of harm or violence?

What are your personal values around this topic?

What are your group's expressed/public values on the topic?

Journaling to Build Values Alignment

If no clear values have been stated, are there implied values or actions that express values?

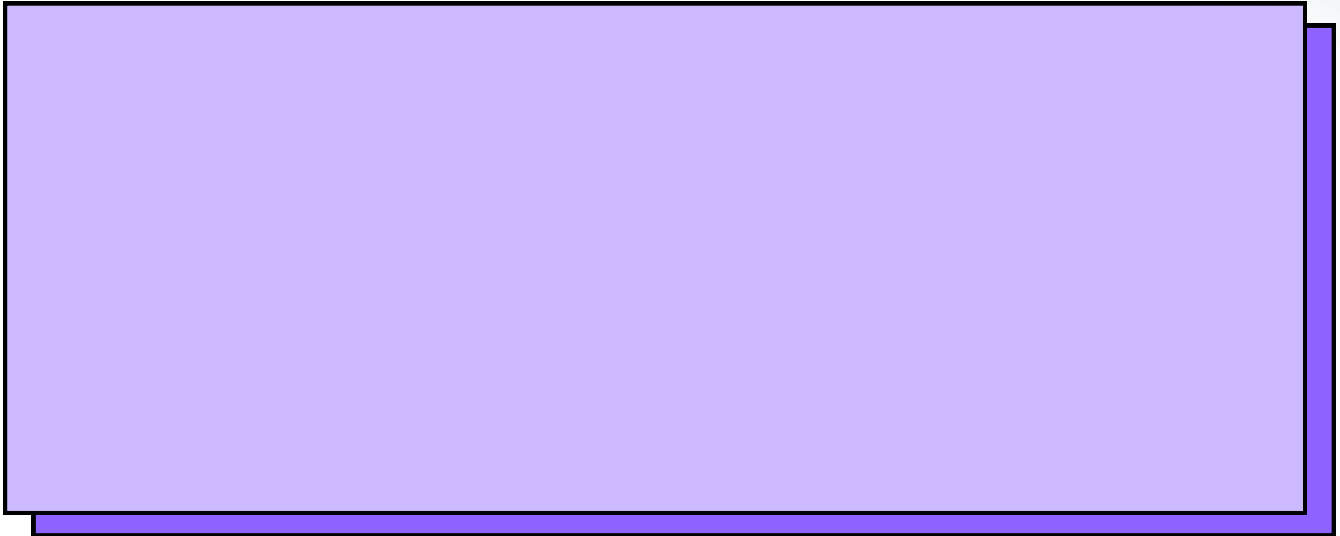


What next steps do you need to take to find deeper alignment within your group on this topic?



Values Writing Reflections

What was illuminated about your organization through this process? What did you learn?



What might your group need to do next to implement your safety values?



Appendix

Safety Values

Safety Values are an expression of what we care about and help us to ground our safety work. Below are Vision Change Win's values that help ground our Community Safety work.

Examples: 'Lifting up member leadership' OR 'centering and prioritizing the experiences of those most impacted,' etc.

Vision Change Win Safety Values

Rooted in Abolition: Many communities and organizations have created safety structures and strategies outside of the state, often out of necessity. We build on this abolitionist legacy of building community safety outside of the state. Many of these practices that came before us are part of the framework and fabric of our work today.

Disability Justice Informed: Many of our leaders, trainers, and practitioners are disabled folks. We recognize that disabled folks have always been leaders in safety and security work, so we continue to lift up the visibility of disabled safety and security leaders. A simple fact of being human is that everyone will be disabled at some point in their life. With this fact in mind, we remain nimble and flexible knowing that our body and minds will change, therefore our practices and protocols will need to change alongside them.

Practice Over Performance: Community Safety work must be done in the community and must be practiced to get better at it. We practice safety and security to be prepared for what's to come. And when we do safety work, we do it with integrity, discipline, and authenticity.

Appendix Cont'd

BIPOC Legacy: For decades, BIPOC communities have been doing safety work and keeping each other safe, often outside of the state. This work has been passed down to use through oral tradition, and we are grateful and privileged to add on to this long legacy.

Women and Femme Leadership: Women and femme people have always been leading safety and security work, but misogyny, trans-misogyny, and sexism have made invisible their incredible contributions to community safety work. So we continue to uplift their leadership for the next generation of leaders.

No shortcuts to on-the-ground experience: As part of building a community safety practice, we recommend in-person trainings, when possible, led by people who have trained a team at least five times and, prior to training others, participated in security teams for at least three years. Community Safety is deep work that must be practiced with others and doing solo study or reading about safety work is not a shortcut to on the ground experience.

Definitions



Adversary: People or groups that can impact our ability to do our work. Ex: Groups organizing against your group's goals, police, antagonistic politicians, etc.



Assets: Information we are protecting, wouldn't want to be made public, and/or wouldn't want in the hands of our adversaries. Ex: strategy, private/confidential/vulnerable information on members or staff.

Appendix Cont'd



Capacity: Anything that increases security or safety. Ex: skills, resources, community/partnered organizational support.



Vulnerability: Any factor that makes it more likely for harm to occur. Ex: an unaddressed internal conflict between members of a safety team may make it more likely the team communicates poorly.



Threat: Types of harm, violence, or damage. Ex: harassment, intimidation, threats, revocation of non-profit 501c3 status, loss of funding, etc.



Resources: Anything that increases security or safety. Ex: personal abilities, community support, organizational support, and more.



Thank you for dedicating the time, energy, and resources into building safety values alignment. Your work contributes to the safety of your group, and the broader left movement. Every choice we make to build safety today makes a safer, brighter world for future generations of organizers and change makers.

For more Safety Planning resources, trainings, or rapid response support, visit us at www.visionchangewin.org

Previously

**Organizational Safety Planning Part 1:
Assessing Risk**

**Organizational Safety Planning Part 2:
Building an Inventory**

Next up

**Organizational Safety Planning
Part 4: Building Protocols**

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