

# **One Million Experiments**



It is my hope that this tool in process, which benefited from the input of many seasoned activists, helps you to connect the personal to the political. I hope that this offers the beginning of a bridge between information and action. Please use what's helpful to you and leave the rest aside.

Mariame Kaba, co-founder

## **Interrupting Criminalization 2025**

**IC INTERRUPTING  
CRIMINALIZATION**



# **Making An Activism/Organizing Plan**

## **A Template**

### **STEP ONE: REFLECTION**

**1. What do you like to do?**

**2. What skills do you have that you would like to use or develop more?**



### **3. What areas of work are most important to you?**

*Prioritize no more than 3. If something doesn't appear on the list then add it.*

Reproductive Justice	Immigration Justice
Gender Justice	Civic Engagement
LGBTQ+ Rights	Ending War & Militarism
Racial Justice	Public Libraries/ Information Activism
Disability Justice	Criminal Punishment issues/Criminalization
Economic Justice	Technology/AI
Housing Justice	
Climate Justice	
Education Justice	

### **4. What kinds/types of actions would you like to take?**

*Circle all that apply. Add more if not on the list.*

Sign petitions	Support mutual aid efforts
Attend marches or rallies	Join rapid response actions
Donate to causes	Direct action(s)
Volunteer locally	Write for publication



Lead or organize in my community

Learn more about the issues

Connect with like-minded people

Facilitate political/popular education

Cultural organizing  
[use art as a form of resistance; make stickers, posters, stencils; DJ]

Offer healing and therapeutic support  
[counseling, massage, Reiki, herbal remedies]

Start a community newsletter [print out copies & distribute in all community spaces]

Strategic research

Fundraising

Make care packages

Translation services

Framing/messaging guidance

Copyediting

Offer accessibility services, including transportation



## **5. Make a list of offerings and resources.**

*What can you currently offer? Be as specific and concrete as possible.*

Do you have a spare room to be used for emergency housing?

Do you have access to free printing?

Do you have access to free meeting space?

Do you like to work with spreadsheets?

Pro bono lawyering

Can you cook a meal for someone once a week?

Do you like to write letters/are you good at it?

Can you teach people how to represent themselves in immigration proceedings?

Do you have a car?

Are you a researcher?

Are you crafty? Raffle your art or crafts every couple of months to raise funds for local mutual aid.

Can you make posters for wheatpasting, stickers for propaganda, stencils?

etc.



**6. What are the positive personal qualities which will be useful in achieving your activism/organizing goals?**

*Don't censor yourself or reject things as irrelevant.*



**7. How much time can you realistically spend contributing to activism/organizing?**

Each Day:

Each Week:

Each Month:

**8. Do you want more or less online time? How far are you willing to commute to participate regularly?**

**9. How will you fortify yourself for the ongoing struggle?**

*What are your rest practices?*

*What are your access needs?*



*What are your joy practices?*

*What creates hope for you?*

*What are your safety needs?  
(use Signal, don't share address, etc.)*

*Who are 1-5 people you can share/buddy with who  
hold confidentiality?*

*How do you check your capacity and what are signs  
that overwhelm is near/present?*



## **STEP TWO: BRAIN NET**

*Adapted from an exercise by Katrina Shields*

*On a large sheet of paper start to create a “brain-net.” This is a loose association of ideas, which flow uncensored into clusters. Create a quadrant on the page.*

### **Quadrant 1**

*Write down all of the SKILLS you have.  
[see Question 2]*

### **Quadrant 2**

*Write down the AREAS OF WORK that are most important to you. [see Question 3]*

### **Quadrant 3**

*Create a net of the OFFERINGS / RESOURCES you have which may be useful. [see Question 5]*

### **Quadrant 4**

*Write down the TYPES OF ACTIONS you want to take. [see Question 4]*

*Later, make connections between what you have in each quadrant.*



<p><i><b>SKILLS</b></i></p>	<p><i><b>AREAS OF WORK</b></i></p>
<p><i><b>OFFERINGS RESOURCES</b></i></p>	<p><i><b>TYPES OF ACTIONS</b></i></p>



## **STEP THREE: SETTING YOUR GOALS**

*What do you want to accomplish through your activism/organizing?*

**SMART goals = Specific, Measurable, Attainable, Relevant, and Time-Bound**

*Here's an example of an objective I have for this year: Organize a People's Assembly gathering focused on NYC Public Libraries.*

*What might a SMART goal look like for my People's Assembly?*

*[By Feb 15, I will have secured a location that can fit 200 people for the People's Assembly, which will take place on May 17.]*

*Is it specific? Is it measurable? Is it attainable? Is it relevant? Is it time-bound?*

### **My Objectives and SMART Goals**

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**My Objectives and SMART Goals (continued)**

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*Maybe your objective is to “find organizations to work with in your community.”*

*How can you turn your goals into SMART ones to meet your objective?*

*Let’s break it down a bit [adapted from Micro Activism by Omkari L. Williams]:*

*Make a list of orgs that are doing work that aligns with your goals and values.*

*Go back over the list you already made of the ways that you could possibly help these organizations.*

*Decide how you will connect with the orgs. Will you go to one of their meetings? Will you offer your services by emailing them and letting them know what you do that might be useful to them? Will you send them money?*

*Add a due date for each outreach effort.*

*Determine what you can realistically do [you’ve already done this].*

*Do you have friends or family who care about this area of activism? If so, include a goal of talking with them about teaming up to enhance your efforts and to support one another.*



Organization	Ways to Connect	By Date:

*Friends or family I think may be interested in this work:*



Organization	Ways to Connect	By Date:

*Friends or family I think may be interested in this work:*



Review **Setting Goals that Don't Suck** by Dani Donovan from the *Anti-Planner: How to Get Sh\*t Done When You Don't Feel Like It*. Use this worksheet and develop a few goals for yourself.

Link: [bit.ly/uninspiredgoals](http://bit.ly/uninspiredgoals)

<b>Objectives</b>
<b>Motivation</b>
<b>Requirements</b>



**Outcomes**

**Emotions**

**Roadblocks**

**Setbacks**



# STEP FOUR: CAPACITY CHECKS

View directions for the **Capacity Tool** by Prentiss Wolfe. Practice with this sample.

Link: [bit.ly/capacitytoolgrid](http://bit.ly/capacitytoolgrid)

	Yes	Maybe	No
Time			
Meeting 1x/month			
Meeting 4x/year			
Day			
Night			



**STEP FOUR: CAPACITY CHECKS**

*(continued)*

	<b>Yes</b>	<b>Maybe</b>	<b>No</b>
<b>Activity</b>			
Chill Time			
Childcare			
Research & Resources			
Fundraising			
Food			



	<b>Yes</b>	<b>Maybe</b>	<b>No</b>
<b><i>Emotional Spiritual</i></b>			
Connect with Nature			
Ceremony			
Support for my Trauma			
Support Call			



*Further reflection questions to use in journaling:*

*Why do you want to do this kind of work? Or why are you doing it?"*

*Have you ever witnessed collective action/intent that felt powerful and connective? If so, what was that like? If not, what is it like to notice that you haven't?*



*Have you been raised or lived with a family/ community where action or political reflection was part of what you learned/witnessed? How does your experience impact your sense of what is possible?*

*Have you experienced difficult or harmful actions or dynamics related to action and organizing? If so, how does that impact what you are looking for, want to do, or feel cautious about?*



*What do you tell yourself about what it would take to change things in society? Braindump all of your beliefs.*

*Who is someone living today that you admire who lives their values and is making a positive contribution?*

*Who do you want to recruit to join you in your activism and organizing work? How might you start to do this?*



*How are you growing and learning in your activism and organizing?*

*How is your activism and organizing changing and transforming you?*

*What is your dream, your horizon, your north star?  
What is your positive vision?*



*Red zone issues: Some issues are so stressful that we choose not to focus on them. What are yours?*

***“Almost anything you do will seem insignificant, but it is very important that you do it.”***

***- Mahatma Gandhi***

*Reflect on this statement. What does it bring up for you?*



# Things to Keep In Mind

Have patience but also persistence. The organizers may not get back to you right away. Take advantage of opportunities that are already curated (like trainings, sign ups). Just keep showing up with an open mind. The work you wanna do may not be exactly what's most helpful at the given moment. Be flexible and open and humble. Be aware of not increasing the workload of those already handling 100 things. And remember that there's a lot of work that is NOT glamorous. There is so much administrative, caretaking, behind the scenes, or otherwise de-valued or not high-profile work that is sooo critical now and always.

## A Few Resources

**Activist Archetype Quiz** from Micro Activism: How You Can Make A Difference in the World (Without A Bullhorn) by Omkari L. Williams. ([bit.ly/activistarchetype](https://bit.ly/activistarchetype))

**Let's Move the Needle**: An Activism Handbook for Artists, Crafters, Creatives, and Makers by Shannon Downey ([bit.ly/letsmovetheneedle](https://bit.ly/letsmovetheneedle))

**Mutual Aid** by Dean Spade ([bit.ly/spademutualaid](https://bit.ly/spademutualaid))

**Let This Radicalize You**: Organizing and the Revolution of Reciprocal Care by Kelly Hayes and Mariame Kaba ([bit.ly/LTRYPage](https://bit.ly/LTRYPage))



