



“RECLAIMING THE DREAM”

**A Radical Vision For Human Services
Building Economic Power,
Political Power,
& People Power**

THE CHOICE IS CLEAR



- Reaffirm our founding missions as defenders of the social contract, incubators of civic renewal, and agents of social change.



“WHY WE CAN’T WAIT”

- The COVID-19 pandemic has amplified the existing pandemics of racism and poverty, disproportionately harming communities of color and other oppressed peoples – communities and peoples our field claims to represent.
- Our institutions have been marginalized during this public health crisis – therefore our communities have been marginalized.
- San Francisco’s Human Services Field must fulfill its obligation to fight – and fight hard - for racial and gender equity, full economic justice, and fundamental human rights for all.
- At every opportunity, we must lift up the voices of those experiencing oppression to lead the fight against it. Not as objects but subjects, not observers but activists – not power over, but power with. Always.



GUIDING PRINCIPLES, GALVANIZING ACTION

Building Economic Power

- **Public Money for Public Good**
 - **Public \$\$ OUT of commercial banks – if 25 organizations put up 1% of their budget...**
 - **Better practices by nonprofit vendors – just say NO to Amazon**
 - **Socially responsible investment policies**
 - **Master contracts with unions to elevate sector & worker needs**
 - **Multi-employer retirement plans – defined benefit & defined contribution**

Building Political Power

- **Year-round voter registration and education**
- **Develop political education program in member orgs – solicit expertise from social justice partners**
- **HSN hosts candidate forums and/or accountability sessions**
- **501(c)4?**
- **Steering Committee takes more ownership of member engagement / activism – calls to general membership at least bi-monthly**
- **Annual Action Conference?**



GUIDING PRINCIPLES, GALVANIZING ACTION

Building Economic Power

- **Group purchasing power – health care, commercial insurance, worker’s comp, etc.**
- **Gain seats on credit unions’ boards – direct resources to OUR communities**
- **Explore ownership models for property purchase – land trusts, co-op, nonprofit coalition, etc.**

Building Political Power

- **Coalition of coalitions – HSN / BJC / HESPA / SHPN / ?? Bi-Annual Convention?**
- **Develop Issues Platform – commitments from elected officials**
- **\$2B Workforce Investment & Recovery Bond – 2022 (Supes races) or 2023 (Mayor’s race)**
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BUILDING PEOPLE POWER

Build It From Within

- “Every meeting is an organizing opportunity, every person is a potential activist, every moment is a chance to change [something in] the world...”
 - **Dolores Huerta, Co-founder, UFW**

Principles Into Practice

- Create learning and engagement culture in organization – one on one supervision, team meetings, coaching and mentoring by leadership team
- Include advocacy, civic engagement, community outreach, etc., in job descriptions
- Life experience valued as well as educational attainment
- In-service trainings with advocacy organizations
- Labor history / civil rights / women’s & indigenous people’s movements
- Books and art in all sites/programs



BUILDING PEOPLE POWER

- **Foundation support for member engagement and activism – SF Foundation, Irvine, Rosenberg, Kellogg, CA Endowment, etc. Possibilities exist – to hire a part-time community organizer to support the administrative/policy work**
- **Deeper engagement by nonprofit staff – yes, it’s been tried before – TRY HARDER. Bi-monthly member spotlight; leadership development curriculum, etc.**
- **Create organizing curriculum (e.g., Marshall Ganz, Midwest Academy, CPA, SF Rising, COH, SOUL, Coleman Advocates, Hospitality House, etc.)**
- **Concrete commitment to racial justice, equity and inclusion. New voices, new faces, new priorities – adapt or die**
- **People join other people, not things. They will come if we give them a reason to be here**
- **Training and/or skills-building at EVERY meeting – infuse learning, curiosity and excitement in being part of HSN**



THE FUTURE IS NOW



- **At this moment, the future mayor of San Francisco could very well be working in one of our organizations.**
- **You could be their co-worker, or their supervisor - or, it could be you.**
- **What are you going to do next?**

