



Black Organizing Project

www.blackorganizingproject.org

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Dear Ally,

The Black Organizing Project (BOP) is a grassroots, member-led organization working to build community and develop leaders in the Black community in Oakland and across the Bay Area. Specifically, through our Bettering Our School System (BOSS) Campaign, we are committed to dismantling the school-to-prison pipeline and ending the over-criminalization of Black youth. Since 2011, we have been working to shift the narrative around school safety, eliminate police from schools, end school pushout, and transform the punitive, rigid culture of public education into community-centered and supportive to all students.

We know that nationwide far too many Black youth have been murdered at the hands of law enforcement from Tamir Rice to Michael Brown. We have watched the videos of children as young as 5 being handcuffed or physically assaulted in class by teachers or school security and police. In California, 90 percent of Black men without a high school diploma will be in prison by the time they are 35. *The Black community nationwide has faced a fifty year assault by the city and school system, since the rise of Black Power and Black Panther resistance. Sanctuary schools or sanctuary cities rings hollow throughout Black communities across the country with the triple violence of unemployment, displacement and mass incarceration.*

BOP as a Black-led organization, is a leader in taking a firm stance that, until Black people--who symbolize in many ways the least powerful members of our society, as immigrants, as historically enslaved people and as criminalized youth and adults - can have justice and equity in order to thrive, then we have failed as a nation. We stand firmly on the belief that those who are most impacted by the systems of oppression are the closest to the solutions and should be leading the fight.

We are calling on potential allies, to agree and support our Movement Building in Solidarity Principles in order to work in unity with a clear understanding of a collective goal. We call for this while also recognizing that those that are willing to posit the fate of Black children, adults and families as central to the liberation of all peoples are taking political and social risks. We believe that by adhering to these principals allies will not only build solidarity, but power and an overall collective understanding of following the leadership of those who have done the work and are impacted by the solutions. "There is no need to reinvent the wheel."

MOVEMENT BUILDING IN SOLIDARITY PRINCIPLES

The purpose of these principles is to explain how people, organizations and larger institutions that don't work with grassroots base-building organizations or directly within the community, can move in solidarity without undermining one another.



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PRINCIPLE OF TRUTH: Understand Power Privilege and how cognitive dissonance plays out in movement building. Even with the best intention the unintended consequences can be detrimental and harmful to those who are most impacted. Individuals (activist, advocates, leaders and etc...) agree to humble themselves and take leadership from grassroots base building organizations who uplift those who are most impacted and those experiences as a certified bonafide and credentialed expert.

PRINCIPLE OF TRANSPARENCY: Be very open, honest and clear with your intentions, data, and organizational goals. Be willing to have courageous conversations and willing to take into consideration others methodology and practices.

PRINCIPLE OF AUTHENTICITY: Recognize the work that has come before you. Valuing the work of others and prioritizing the people who have been directly affected by anti-Black racism and have been engaging in a consistent and thoughtful process of dismantling it.

PRINCIPLE OF HUMILITY: Build real relationships with an understanding that it takes time. Be willing to have those tough conversations that acknowledge contradictions, vulnerabilities and opportunities. Being willing to reflect, assess, and adapt your work strengths and challenges.

PRINCIPLE OF VALUE: As an ally, I pledge to fight to make sure Oakland Unified School District is a sanctuary for all students.

I pledge to be an Ally by following the principles above and commit to the following:



I Pledge...

- To Follow the Solidarity Principles & Commit to:
 - Looking to supporting Black leadership by; being willing to follow the strategies and tactics that BOP and it's members have come up with.
 - Investing some organizational time for specific actions or asks.
 - Not talking to targets or public officials about the BOSS campaign or it's demands without the leadership of BOP.
 - Not adding us to your fundraising strategy.
- Endorse The BOSS Campaign
- Share important information that impacts our campaign
- Give a donation of \$50 - \$1,000 to the Black Organizing Project
- To Bring People out to events that support the campaign
- To Refer Black folks to the Black Organizing Project
- To Like & Share BOP's social media outlets

I wish to remain anonymous

(Print Name)



X _____
(Signature)

_____ (Date)