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About & History of SWOP-USA

Community is at the core of SWOP and has been since its inception in 2003, when Bay Area sex workers rallied around school teacher and fellow sex worker Shannon Williams, protesting her arrest and mistreatment.

In 2004, SWOP co-founders Stacey Swimme and Robyn Few teamed up with Dr. Annie Sprinkle to honor the victims of the Green River Killer in Seattle, designating December 17th as International Day to End Violence Against Sex Workers.

SWOP-USA continues to honor Dec 17th by hosting a multilingual website with advocate toolkits, global event details, and annual list of names, as well as providing event funding to local SWOP chapters and related groups. Since its founding in the Bay Area, SWOP has grown into a national network of regional chapters and local activists. This network works together to address stigma and criminalization through peer support, community outreach, media engagement, allied collaborations, and direct action. As the issue of sex worker rights emerges into mainstream consciousness, SWOP will be here to serve as a vehicle to bolster the work and voices of social justice advocates across the nation.

In 2016 the board of directors expanded their sitting number to 13, and in 2018 SWOP-USA hired an Executive Director for the first time. The organizational needs have continued to expand and chapter growth is at an all time high.

Our Values
**Dignity & Respect**

- Sex workers are human beings who deserve the same dignity and respect given to non-sex working people. Society has historically used respectability politics (ideas of what is and isn’t “socially acceptable”) as an excuse for tolerating the abuse, murder, and criminalization of sex workers. We firmly reject the idea that a person is undeserving of respect because of their involvement in the sex trade, and we dedicate ourselves to ending discrimination against sex workers in all of its many forms. We recognize that no one story represents sex work, and we honor the vast variety of experiences that people in our communities have lived. We validate all forms of sex work as equal, and actively work to dismantle whorearchy (the idea that certain types of sex work are more or less dignified than others) in the public, as well as within our sex worker and activist communities.

**Community**

- The Sex Workers Outreach Project strives to create conscious sex worker communities, valuing anti-racism and anti-oppression education as a means of fostering safe environments for all. We rely on strong communities to keep us safe, share information on harm reduction, and fund and organize peer support. When we stand together as a community, we are better able to organize and advocate for our human rights and protections. Our communities are strengthened by honoring diversity among our members, and each individual’s right to self-representation.

**Accountability**

- We recognize that people in our communities come from a vast array of backgrounds, and that we are all at different stages of understanding the intersectional issues that relate to our movement. We strive to provide educational materials to our members on overlapping social justice issues, and to promote a culture of self-awareness and learning. We assume the best intentions of peers and seek to both offer and accept constructive criticism as a gift for growth. We actively work to identify, acknowledge, and dismantle forms of oppression that manifest within our groups, our organization, and ourselves, and hold ourselves accountable to make good on incidents where we fall short.

**Self-Determination**

- Our bodies are our own. As members of SWOP, we demand that individuals retain the exclusive right to determine how they use their own bodies under all circumstances, including in making occupational, health, lifestyle, sexual and reproductive choices. We support harm reduction principles, believing that each individual is an expert on their own life, and thus in the best position to determine their needs, and how to get those needs met. We strive to provide information and materials to help people make informed choices and access the resources they need to stay safe. We condemn the structural oppression that seeks to take away our power and control through violence, labor exploitation, and economic marginalization. We acknowledge that methods of survival,
self care, and asserting autonomy differ from culture to culture and person to person, and value non-judgement as a means of offering support to all people.

**Sex Work Is Work**

- We stand by sex work as a form of emotional and physical labor that people of all backgrounds undertake as a means of supporting themselves and people who depend on them, and as a means of surviving. We maintain that consent and the upholding of individual rights are key differentiators between sex work and sexual assault, and we reject the notion that sex work is inherently linked to violence. We maintain that addressing root issues of poverty, racial and gender discrimination, drug use, and immigration reform (to name a few) will give people who do not want to engage in sex work more income options and reduce sex worker vulnerability to violence and exploitation.

The presence of sex workers in social movements, the visibility of sex workers in communities of all kinds, and societal awareness of sex worker rights as fundamental to human rights in no way perpetuate violence, sexual assault, slavery and trafficking in persons. We believe that when sex work is decriminalized, and when sex workers do not suffer from stigma and discrimination, issues of abuse in the sex trade can be better identified, addressed and nullified.

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**Board of Directors & Staff**

*Current as of 7/10/2018*

Board of Directors
Justice Rivera - President: magalie.berman@gmail.com
TS Jane - Vice President: tsjane@swopusa.org
Andrea Ferguson - Secretary: andrea@swopusa.org
Bettie Banshee - Treasurer: bettie@swopusa.org
Cris Bleaux: chris@swopusa.org
Rebecca Beauregard: rebecca@swopusa.org
Alex Andrews: alex@swopusa.org
Ceyenne Doroshow: ceyenne@swopusa.org
Zooey Zara: zooey@swopusa.org
Staff
Christa B. Daring - Executive Director: christa@swopusa.org
Sangam ‘Alopeke - Ombudsperson: ombudsperson@swopusa.org
Casey McKeel - Bookkeeper: bookkeeping@swopusa.org

Days of Recognition

December 17th - International Day to End Violence Against Sex Workers
March 3rd - International Sex Workers Rights Day
June - LGBTQI Pride
November 20th - Transgender Day of Remembrance

Chapters must recognize each of these days or events every year as part of their chapter requirements. That can take the form of an event, social media post, op-ed, really anything that helps to get the word out about these important days of recognition.

Grievance Policy & Process

As members of SWOP, we are committed to ongoing personal growth and education, so that we can uphold, to the best of our abilities, the anti-racism and anti-oppression values held by SWOP-USA, at a local, regional, and national level. We all come from different backgrounds and have different experiences, and we strive to create a place where everyone can share and contribute without fear of judgement.

SWOP-USA is committed to ensuring our work is meaningful and accessible to diverse members of our community and to remaining accountable to our chapters and the communities we work with, alongside, and represent.
If you wish to file a grievance against SWOP-USA, one of our chapters or members, please submit through the [grievance form](#) or contact our Ombudsperson directly [ombudsperson@swopusa.org](mailto:ombudsperson@swopusa.org)

**SWOP Chapters**

**About SWOP Chapters**

As of February 2nd, 2019 we currently have 19 chapters in the following locations:
- Atlanta, GA
- Asheville, NC
- Baltimore, MD
- Chicago, IL
- Hawaii
- Humboldt County, CA
- Kentucky
- Los Angeles, CA
- Minneapolis, MN
- Orlando, FL
- Pittsburgh, PA
- Portland, OR
- Sacramento, CA
- Salt Lake City, UT
- Seattle, WA
- St. Louis, MO
- Tampa, FL
- Tucson, AZ

SWOP Chapters are fairly autonomous organizations that are housed within the SWOP-USA non-profit entity. Chapters are self-directed but must:

- Adhere to [our values](#)
- Be majority led by current or former sex workers
Provide quarterly reports to SWOP USA
Sign a chapter affiliate agreement once per calendar year
Fill out the Chapter Planning Worksheet once per calendar year
Host regularly recurring public events that engage community
Record and track expenses and remain in compliance of 501c3 practices
Observe all of the SWOP-USA days of recognition
Inform SWOP-USA prior to applying for any grants outside of SWOP-USA

Protecting Ourselves from Liability

We are a human rights organization that works with a highly criminalized population. We are also a 501c3 and need to be cautious of providing any information that could be construed as “enabling” prostitution. Different states have different laws around this and it is a good idea to check with a local criminal defense lawyer to be clear on what can be considered legally pandering.

As a best practice we suggest that chapters not discuss anything explicit about their work within official meeting time. Limit the information you provide to harm reduction information only and don’t provide any information that directly encourages or enables illegal activities.

What do Chapters Do?

Public Education: Chapters give lectures at local universities, develop and present trainings at conferences and social service agencies, and create and distribute resources to help educate the public and reduce individual and institutional violence against Sex Workers.

Awareness: Chapter hold public events on International Day to End Violence Against Sex Workers Trans Day of Remembrance, and Sex Worker Rights Day, organize marches and
protests, engaging media advocacy and more to help raise awareness of issues of violence, stigma and discrimination in Sex Worker communities.

Advocacy: Chapters advocate on behalf of sex workers and against institutional policies, practices and laws that increase violence and stigma against our communities.

Empowerment and Leadership Development: Chapters support the development of new leaders through retreats, trainings, and education on rights, community organizing, and intersectional social justice frameworks.

Peer Support: Chapters create peer-led programming to support sex workers. They operate warm-lines and bad date lists, conduct online and street-based outreach, hold workshops, and develop informational resources for community members.

Chapter Affiliate Agreement

This is a legally binding document that outlines your responsibilities and rights as a chapter and specifies some of the limitations and jurisdictions for both the chapter and SWOP-USA. We encourage you to read this agreement thoroughly, and our Executive Director is happy to meet with you to discuss the agreement further.

This will be sent to you via DocuSign. If you have not received one please contact the Executive Director.

Chapter Planning Worksheet

Chapters are required to fill out the Chapter Planning Worksheet once per calendar year, however this is intended to help clarify work for you as much as provide data for us. If you have any questions please contact the Executive Director.
Chapter Governance Worksheet

Chapters are required to fill out the Chapter Governance Worksheet when they are first established and every time there is a significant turnover in leadership. However, there is no limit to how many times you fill out the worksheet, and it can be very helpful in redesigning your processes.

Quarterly Reports

Chapters are required to submit quarterly reports to SWOP-USA, failure to submit by the quarterly deadlines may result in loss of chapter status and liquidation of chapter funds. These reports help SWOP-USA to assess the needs of our network and to apply for funding that can directly support chapter needs and goals.

Quarterly reports are due on January 31st, April 30th, July 31st & October 31st. If you have any questions please contact the Executive Director.

Chapter Funding
SWOP chapters are essentially fiscally sponsored by SWOP-USA, although from a legal perspective we are one unity organization. What that means is that you are able to apply for grants and use the 501c3 of SWOP-USA, you must contact the Executive Director prior to applying for any grants, and those grant applications must be submitted to the ED minimally 2 business days before they are due to be reviewed and receive feedback. **Grants can no longer be submitted independently without review by SWOP-USA.**

We do offer mini-grants to our chapters specifically for December 17th, on an ad hoc basis for our other days of recognition, and specific campaigns. At this time we are not providing rolling mini-grant funding, however we are happy to provide guidance around fundraising and grant writing to our chapters. #D17 mini-grant applications will be announced in October of 2018.

Each chapter is provided with a unique PayPal code that can be used to solicit donations, please contact the Executive Director if you need your code or HTML button.

You can also receive donations via check, simply have them mailed to SWOP-USA and have the sender specify it is for your chapter. It will then be deposited into the main bank account and recording in your chapter folder funding document. Our bookkeeper can be reached at bookkeeping@swopusa.org and will help manage your chapter balance. It is helpful if you alert the ED to your incoming check, but not required.

SWOP-USA
340 Lemon Ave #7566
Walnut, CA 91789
You are welcome to reach out to the ED at any time to get advice on grants and fundraising. We also write large grants for the national organization and if you are looking to get a particular project funded please let us know in your quarterly reports and we can earmark part of our larger grant applications for your approved programming.

Social Media Guidelines

Code of Conduct

As chapter representatives, you are the public faces of SWOP in your communities. This applies to social media just as much as the offline world -- so on social media, comments and
interactions need to follow the same ethics and standards that SWOP holds ourselves to anywhere else.

**Respect**

- SWOP, the sex worker community, and the public at large all contain people with diverse backgrounds and experiences. Respect the humanity of those you engage with, even if their views are very different from your own. Use inclusive language, check pronouns if unsure, and be aware of your own privileges. Avoid slurs, obscenity, and personal attacks.

Online discussions can be volatile, especially surrounding controversial topics that may crop up relating to sex work. Give other parties the benefit of the doubt in disagreements and remain civil. Remember you can take a step back or politely disengage if the conversation is uncomfortable for you.

**Confidentiality**

- Discretion is vital to trust and safety in the sex worker community. Do not post confidential information about SWOP operations, members, or supporters. If you are not completely sure someone is alright with being tagged in a post, ask them first.

**Safety**

- Take care to protect yourself. Privacy settings on social media platforms should be set to allow anyone to see profile information. Other privacy settings that might allow others to post information or see information that is personal should be set to limit access. Be mindful of posting information that you would not want the public to see. While we will never tell any SWOP members what to do, we recommend that if you are “out” or engage in a form of sex work that can be taken as illegal, you use a consistent separate activism name while engaging in work for SWOP.

**Honesty**

- It’s important for people to be able to trust their dealings with SWOP, which means it’s important for people to be able to trust you. Stay transparent and honest in your social media interactions. Be clear who you are, identify that you work with SWOP, don’t say anything dishonest or misleading. If you have a close personal stake in an issue you’re discussing, be up front about that (although be cautious about disclosing personal details -- the internet has a long memory!)

**Legality**

- It’s important when posting material online that you take care to respect copyright laws and fair use/fair dealing of material owned by others (including SWOP’s own copyrights and brands.) If you’re quoting someone’s work, don’t use more than a small excerpt and always make sure to attribute your quotes properly! Better yet, link other people’s work rather than quoting it so they can get the exposure too, if it’s possible to do so.
No Advertising
● As a 501c3 we cannot be perceived to be promoting or enabling prostitution. Do not post, repost, retweet, etc any advertisements for any sexual services, even ones that are not criminalized. Many SWOP members are open sex workers, but that must be contained to their personal social media accounts and not posted to official SWOP channels.

Sex work activism under SESTA/FOSTA brings with it a whole new set of legal challenges on top of all the ones we already need to take care of. SWOP isn’t here to teach people how to get into sex work, to promote sex work, or to encourage people into sex work -- please be careful of this in all your postings.

Posting Guidelines

Minimizing Mistakes
● If you have personal/professional accounts on the same social media platforms where you represent SWOP, consider using separate apps or browsers when posting to each. If not, take extra care in checking which account you are on before you post. Either way, proofread and spell check what you write before posting. Consider whether the language might be ambiguous or confusing.

Addressing Mistakes
● Everyone slips up now and again. If you’ve accidentally posted something to the wrong account, erase it. Acknowledge the mistake -- if it was something innocuous, move on; if it was something more serious (maybe someone’s personal information/personal sex work, something explicit that didn’t belong on a SWOP account etc.) apologize as well.

If you discover that something you posted is inaccurate, misleading, or offensive, do not delete the content. Edit it as soon as possible to correct the error with a note explaining the reason for the change as well as an apology for any misinformation or harm the error may have caused.

Monitoring Comments
● Responding to comments and private messages is a great way to foster conversation and build relationships. Comments on controversial issues may become heated, and while you’re not personally responsible for what other people say, it can be helpful to guide or moderate the discussion. Intervening politely before things get out of hand may prevent a full-scale flame war.

Responding to Criticism
● Being open to criticism is important for promoting dialogue and growth for all parties. Regardless of whether you think the criticism is well-founded, it’s best to listen respectfully. Respond truthfully but politely, even if the other party does not. If possible, invite the critic to message you and continue the discussion privately.

Further questions about SWOP social media use can be directed to the Executive Director. The Executive Director can also assist you in setting up social media accounts and their settings. You must inform the Executive Director of any social media identities, login IDs and user names for your chapter.

Policy violations will be subject to disciplinary action, up to and including removal from SWOP-USA.

Chapter Hub Site

The Chapter Hub Site is now part of the main SWOP-USA site. There you will find toolkits, resources, onesheets, archives of meeting notes, and webinars. If there are other resources you would like to see on the Chapter Hub Site please reach out to a staff or board member.

Chapter Websites

We run all of our sites with WordPress Multisite, to get your webpage set-up please contact the Executive Director.

Announcement Lists
Our chapters use a variety of tools in order to communicate with the outside world. Two primary options are Mailchimp or MadMimi. Both are free under a certain number of subscribers and e-mails per month.
Chapter Listserv

We maintain a low traffic listserv for our chapter members to talk with other chapter members, our board, and staff as a group. Please provide all e-mail addresses to the Executive Director to be added to the list.

Scarlet Letter

The Scarlet Letter is our organizational newsletter, we announce upcoming events, news in our network. This is open to anyone who wants to join and is public information, there however is no back and forth conversation on it. If you would like to submit material to be included in the Scarlet Letter please send it along to the Executive Director for consideration.

Meetings & Organization

How to Have Good Meetings - Ground Rules

One of the hardest things for most folks to learn is how to facilitate a good meeting. Meetings can be long, tedious, and at times tense. One of the easiest ways to relieve some of the stress is strong facilitation. This is typically done by 1-2 people who will help guide attendees through the topics and help to reach decisions. The key to being a strong facilitator is being a good listener, because much of what you’ll be doing is condensing various opinions and points of information into actionable decisions. Facilitation is a task best shared, because it can be taxing to do it every meeting, and it’s also good for building up skills and capacity in your local chapter.
Key Tasks for Successful Facilitation

These are examples of what a facilitator will need to do to host a successful meeting.

- Help the group plan the agenda either at the start of the meeting or in the days leading up to it.
- Introduce the meeting, why we’re here, what we’re trying to accomplish etc.
- Have everyone introduce themselves. Common intros include: name, gender pronoun, how long they’ve been involved in the chapter, etc.
- Guide the group through what’s on the agenda, assign estimated times for each topic and let folks know when you’re at or over time on a particular topic. You can also have someone act as “time keeper” and monitor that for the group.
- Pay attention to who is talking a lot and who isn’t talking at all. Try to draw out the quiet folks, and gently remind the louder ones to make space.
- Challenge aggressive or discriminatory behavior.
- Help lead the group in brainstorms, go-rounds, etc.
- Summarize points and suggest compromises between conflicting points of view.

A key to good facilitation is group participation!

What are Ground Rules for a Meeting?

There is an art to running a successful meetings. Ground rules are a set of agreements for the group, by which the meeting can be run. If a conflict arises, or the discussion gets side-tracked, you can refer to the ground rules to keep things going in a positive direction.

Ground rules don’t solve all problems, but they’re a good place to start if there a conflict.

Establishing Ground Rules

When setting up a new chapter, have the group decide on ground rules that they feel would be helpful. When introducing new members to a group, it’s important to go over the ground rules, to make sure everyone understands.

Using Ground Rules

When a problem arises, the moderator or another member of the group can point out the ground rules, to help resolve the conflict. This way, nobody is perceived as being bossy.

Example: Someone is dominating the conversation without giving others a chance to speak. If the group has a ground rule about letting everyone talk, that rule can be referred to.

Example: The group gets excited about a topic that wasn’t on the agenda, and the meeting is running behind. The moderator can refer to the ground rules and allow the group to decide whether to continue or table the conversation.

Example: Someone says something offensive about a form of sex work outside of their own practice. Someone can refer to ground rules about “No Judgement” to suggest that behavior is hurtful.
For groups that deal with conflict during meetings, posting a copy of ground rules on the wall and going over them before the meetings start might help prevent chaos. It’s also helpful to post them on your Chapter’s website.

Here are some examples for ground rules (you can come up with your own):

- **One diva, one mic**
  - One person can speak at a time.
  - If your group is really chatty, give a time maximum before the “mic” needs to be passed. Moderator or timekeeper should keep an eye on this. Speaking objects can also be used.

- **Take Space, Give Space**
  - If you typically take up very little space in talking or ideas, take some more space!
  - If you typically take up more space in talking in ideas, give more space to others!

- **Confidentiality is key**
  - It is important to respect people’s privacy, use their preferred names, and not speak about things people have personally shared in a meeting. This is ESPECIALLY true at sex worker-only events.
  - Make sure this rule is understood by everyone at each meeting. Outing someone or using info from a meeting to harm another is grounds for expulsion.

- **Acknowledge the Difference Between Intent and Impact**
  - We might not have intended to offend someone or shut them down in conversation, but that might be the impact. They are not the same thing but we must navigate both of them and create spaces where participants feel comfortable to share their feelings and experiences.

- **Try to assume good intentions**
  - We live in a hard world that has treated many of us with violence, exclusion, and discrimination. We cannot always assume good intentions, but we can strive to try.
  - Using the concept of “calling in” rather than “calling out” to express discomfort with someone’s language or behavior can be helpful.

- **No one knows everything, but together we know a lot!**
  - Collaboration is great, and while we’re all the experts of our own experience, organizing takes all of us together.
  - Do not make assumptions about another person or their experiences

- **No Judgement / Down with the whorearchy**
  - A simple and powerful rule, especially when it comes to sex work.
  - SWOP USA firmly believes that no form of sex work is more respectable or better than other. We must support each to make the best decisions
  - Remember to keep an open mind.
If someone is being judgemental of another, acknowledge it (see “Assuming good intentions”)

- Stay on time!
  - Ask people to arrive a few minutes prior to the meeting start
  - That said, always plan that people will be a little late ; )
  - Don't get so far off topic you miss important agenda items. This is where a timekeeper comes in handy.
  - If a new topic comes up, it can be added to the end of the agenda, or the group can decide together to address it consciously on the spot.

- Stay curious and check our defensiveness
  - Don't take other people’s contradictory opinions personally.
  - Open yourself up to being curious about their perspective.

- Document your meeting
  - Take notes on what is talked about
  - Share these notes with people who can’t make it, or people who were late

These are just a few ideas to run by your Chapter, and establishing ground rules will likely help your meetings stay safe for everyone. Each group will be different and have different needs and priorities, but we need to bear in mind that as SWOP members, we’re all working towards a more equal and representative sex worker justice movement. Everyone should get the chance to speak and be heard.

*Decision Making Models*

Following are several draft possible scenarios for “Who Can Make Decisions”

1) It is not required for membership in SWOP to be a current or former sex worker, but we firmly believe that sex workers are the stakeholders in this movement. Voting mechanisms are based on council members (current or former sex workers) using one of the following or modified models of governance. The chosen governance model should be recorded for chapter reference and communicated to SWOP USA. New council members are inducted by the entirety of the current council in good standing.

2) Any member of the SWOP chapter who is *in good standing* can vote in decisions, regardless of their involvement personal or interpersonal in the sex industry. Voting will follow the agreed upon model of the chapter.

3) Voting is undertaken by all those in attendance at a particular meeting.

4) Voting is undertaken by those voted into the current or former sex worker council, with voting from concerned community members digitally.

*Consensus*
Consensus is a popular decision making model within social justice groups, in large part because it encourages everyone to be on board with every decision. Many organizations have used strict consensus for decades with wild success. However, it doesn’t work for everyone and can be a bit of a learning curve for folks who are newer to organizing work.

In consensus attendees can agree, stand aside (they may disagree but are fine with the decision moving forward), or block. Blocking is the most serious objection and basically means that they would leave the chapter if it went forward.

You can find a link to an outline for consensus decision making in the appendix to this guide from Seeds for Change.

Supermajority

Many of the aspects of coming to a decision with consensus can be applied to the supermajority decision making model. Ideally we should always be shooting to reach a decision we’re all happy with. The difference between the two is that when you are trying to make a decision in this model you take a formal vote and 3/5ths or 2/3rds is all that is needed to pass the decision.

Simple Majority

Simple majority is probably the most contentious of the three models we’re laying out. That might be because in smaller organizations it can be frequently the case that there are initially 50/50 splits. In simple majority all it takes is 50% of those voting to agree in order to pass the decision.

Who can make decisions?

It can be really difficult navigating meetings when whoever shows up gets an equal vote. We recommend establishing guidelines for who is a member “in good standing” and has voting privileges. There are a number of ways to do this, but the important part is making sure that you’re consistent and stick to the parameters you define. This encourages regular engagement with the chapter and avoids the awkward deadlocked decisions from lots of less invested folks derailing your projects.

Scenario 1:
Members “in good standing” must attend minimally 50% of meetings in a three month period in order to have voting privileges.

Scenario 2:
New members must have a chapter sponsor(s) for 1-3 months before being voted into the chapter as a member. Current members in good standing vote on their membership.

Scenario 3:
Current or former sex workers are only eligible for voting, while not a requirement for membership in SWOP. Members must still be in good standing to vote.
Chapter Structure

SWOP USA is led by current and retired sex workers, but it’s important for us to make space for allies and public supporters who wish to contribute to our goals. It is also important that we provide safe spaces for sex workers to build community, and that nobody feel automatically “outed” as a sex worker by being involved with our organization. SWOP USA has provided a model that we find works well for protecting and empowering sex workers while also gaining public and allied involvement.

Inclusivity

- Post meeting agenda in advance online
- Alert all members to the agenda
- For those who cannot access the web or come in person, call them, go over the agenda, and bring their input/feedback to the meeting

Roles within a Chapter

Voting Members

SWOP-USA believes that sex workers are the primary stakeholders in this human rights movement, and we feel that chapter leadership and decision making should reside in the power of current and retired sex workers. Your chapter must determine a method to make certain individuals voting members, the Governance Worksheet can be a particularly useful tool here. Voting members can participate in potentially contentious decision making, we hope that all of SWOP will be democratic, but it is also acceptable to have those most impacted by sex work and criminalization be the ones that ultimately get to make final decisions.

Some chapters specify that voting membership must always be made up of 2/3rds current or former sex workers. Some chapters specify that you can only vote when you attend a certain number of meetings in a certain time frame (e.g. 4 meetings out of the previous 6).

Your chapter can determine what a voting member “in good standing” is, but we encourage that you establish it early and stick to the process. Write these all down and keep them somewhere that can be easily referenced.

Chapter Reps
Local Chapters do a lot of brilliant work. The SWOP-USA Board of Directors also does a lot of amazing work. When these forces are on the same page, we can really get some shit done.

Chapter Representatives (or Chapter Reps) are the glue between SWOP-USA and local Chapters. Or are they the lube? They’re a little bit of both, frankly...gluey lube...they’re like a 250ML pump bottle of Maximus Anal Lubricant! Bam! And like good anal lube, Reps make things between SWOP-USA and Local Chapters a lot more effective and cohesive.

Without Reps, Chapters are floating around on their own world without a larger support network. Reps help connect Chapter Members to SWOP-USA, transmitting information, giving updates, and paving the way for smoother collaborations.

*How Many Reps does each Chapter Have?*

You can have as many chapter reps as you want, but it should be minimally 2. What’s really important is that the Reps be consistent & reachable. However your chapter decides to make that work is fine so long as it happens.

*How do I Become a chapter Rep?*

A chapter should decide who their rep is based on your chapter’s form of governance. For new chapters, reps are usually founding members. This process needs to be fair and transparent and it’s important that chapter reps not wield undue power over the rest of the chapter.

If you take on the role of rep, we at SWOP USA and members of your Chapter expect you to make a one year commitment to this responsibility. Of course circumstances may change, and if they do please communicate that to your chapter so the role can be fulfilled by someone else when you step down.

If a chapter or SWOP USA feels that a Rep is not able to perform their role, or is coming into conflict with their role, a conversation will be had to try and resolve the issues. If problems persist, a vote may be taken within the chapter to elect a different Rep.

*So, what does a Rep do?*

As a Rep, your job is to update SWOP-USA on what your Chapter is doing, and vice versa. As mentioned above, Reps also sometimes elect to help out with collaborative SWOP-USA projects, or connect with other Chapters in the region for collective efforts.

*Is the Rep a Leader of the Chapter?*

Sometimes, but not always. Reps can be the founders or core leaders of a local Chapter. however, this does not need to be the case! The role of Rep is truly one of linking the bigger
national effort to the local level. Ideally, a Chapter has several consistent members (a Council) who vote to make decisions, and divide tasks to work on local projects. That said, being a Rep does not mean you need to do everything in your Chapter. Expand your team, divide the workload, define roles!

Chapter Members

Chapter members are anyone who regularly attends your chapter meetings, they can be current or former sex workers, allies, or members of affiliated organizations. They may or may not also be Voting Members.

Sex Worker Community

One of the most powerful things SWOP chapters do is provide safe spaces where current and retired sex workers can connect and socialize. The Sex Worker Community is comprised of anyone who identifies as having been involved in any form of sex work, survival trade, or trafficking, who is interested in connecting with peers who can relate to or hold safe space for their truths and experiences. People in the sex worker community do not need to self identify as sex workers, and their personal descriptors must be respected. It should be made clear to all potential community members what SWOP’s values are, and that we are committed to reducing stigma against all people involved in the trade. Many chapters have “sex worker only events” which may be peer support groups, writing workshops, or potlucks. Depending on the legal and political climate of a chapter, or where meeting space is located (private residence or public venue), potential community members may need to be vetted prior to being given event details. Sex worker community members may or may not want to get involved in SWOP chapter activities.

Hosting Awesome Events!

Sex Worker Only Events vs. Public Events

For the purposes of this document, we’re going to be talking about events that are open to current and retired sex workers. There are plenty of opportunities to have events that are open to the public as well (panel discussions, fundraisers, movies and art events, rallies, etc), but to build sex worker community, we need to provide spaces for peer-to-peer connections.

Picking the Right Venue for Your Event
When hosting a sex worker community event, there are several things you need to take into account to ensure a Safe Space is created.

**Safety Around Hosting at Private Residences**
Depending on the size of your group, and how well you know them, you may be able to host events at a private residence. When doing this, it is a good idea to take your own safety into consideration. For instance, if word got out beyond the group that you live here, would that compromise your safety or bother you? Do you have a lot of valuable stuff around your house that could easily be walked off with? Do you have really crappy, nosey neighbors? If you are hosting small events with relatively familiar people in the sex workers community (such as people with direct peer references, or people you've chatted with online), then hosting at your home is probably fine. However, if you start getting a lot of new people wanted to attend (yay!!), then you are going to want a more neutral, public venue.

If you are going to use your private residence, or if your meetings rotate around a few different houses, do not post this address online. We suggest you start a newsletter and require RSVPs. You can send the address out to RSVPed guests a few days before the event. This will help keep your location private.

**Privacy and the Ability to Speak Freely**
If you are considering a public venue for your social, such as a restaurant or coffee shop, you’re going to want to scope it out ahead of time to make sure it’s a good fit. For the privacy of attendees, it is important to make sure that people can speak freely without fear of having non-SWOP members of the public overhearing. Some SWOP members may be concerned being seen in public with an unfamiliar group, for fear of being recognized by someone they know outside of sex work, and so an establishment that is a bit off the beaten path may be a good idea.

**Accessibility**
Sex workers occupy every demographic, which means that the more accessible your venue is the better. A venue close to public transportation is great, as is one that has ample parking. Plenty of sex workers are 18+ but still under the legal drinking age, so meeting at a bar for happy hour can be prohibitive for a lot of people. For many people, stairs are inaccessible, either because they have trouble climbing them, or are perhaps in a wheelchair. For this reason, scouting out places with ramps or elevators is a good idea. If you are hosting an event in a private residence, you will want to consider the effects of things like animal hair, cigarette smoke, and scented candles or incense, as many people have allergies to these things, which makes a space less welcoming for them.

**Ok, So Where SHOULD You Host Your Event??**
Yes, there are many considerations, but don’t be discouraged….there are also lots of great places to hold events! Also, inquiring about spaces to rent or borrow is a great excuse to
network and find potential allies and supporters. Here are our suggestions for places to inquire about renting or:

Allied Organizations: Connecting with social service providers and non-profits who are sympathetic to sex worker needs are often great places to host events. These types of organizations usually have dedicated spaces for their work, and many SWOP Chapters have made polite introductions and inquiries about hosting events in these spaces. Great groups to contact include LGBTQ centers, AIDS Alliance service centers, Harm Reduction groups, Sexuality and Intimacy clubs or groups, and so forth.

Political Groups: There are quite a few different types of political groups that are usually open to the sex workers rights cause. Socialist groups and Labor Reform activists may have space they are happy to share with fellow workers-rights advocates such as SWOP. Certain (but certainly not all) types of Feminist and Women’s Rights groups could be open to us, but you should definitely study these groups a bit and gauge their comfort level with sex workers rights before trying to organize an event in their spaces. Anarchists are usually game to share their spaces with radical whores, and these groups sometimes have access to residential-ish cooperatives where you could host a brunch or meeting in a homier environment.

Public Libraries: Libraries are great! Easy to rent spaces, usually cheap or free, often accessible via public transportation, and usually equipped with separate meeting rooms. Only downside is, they’re not open on Sundays (usually) or in the evening. If you use a public space like the library, make sure attendees know where to find you, so they don’t need to awkwardly ask “Hey, where are all the whores at?”.

Coffee Shops: Some coffee shops have separate meetings rooms that you can reserve, and these can be great places to meet. Coffee shops also cut down on the stress of feeling like you need to provide tea or snacks, because attendees can just get something for their own. Like the library, you’re going to want it to be clear to attendees where they can find you.

Reaching Out - How to Invite Sex Workers to Events

There are a variety of methods that can be used to make connections with different sex worker populations. The below suggestions are here to serve as ideas to get you started. If you have other ideas that work for you, please share them!

Who Are You Trying to Reach?
There are so many different kinds of sex work, and not every method of contact works for all populations. For instance, if you want to reach the local escorting population, putting on an open invitation where folks advertise or on a local review board is probably going to be seen by more escorts than fliers in a coffee shop. If you are trying to reach local outdoor workers, putting up or handing out fliers with outreach supplies will probably be more effective than tweeting about your event.
If your chapter is very small, you may want to start reaching out to a community that you feel most familiar with. This is a sort of “go with what you know” approach, which can help you build a solid base before reaching out more extensively.

For instance, if you have experience working in strip clubs, starting out with handing out flyers in local strip clubs might be a good way to build community. You will also have common ground with people who show up to your events from those invitations. You can also angle your invitations to pair with what types of goals your Chapter has. If you’re Chapter is dedicated to providing harm reduction supplies and teaming up with local clean needle exchanges and shelters, hosting events that are readily accessible to outdoor workers and handing out invitations during your outreach would be a good way to start connecting services with people.

**Terminology - Not Everyone Identifies as a “Sex Worker”**

The phrase “sex worker” was coined by activist Carol Leigh (aka the Scarlot Harlot) to describe people working within the adult industry. This includes escorts, sensual massage providers, pro-domes and subs, strippers, porn performers, and a litany of other types of erotic services providers. Many current sex workers rights advocates use the phrase “sex worker” to validate the human and labor rights intrinsic to sex worker issues.

When connecting with the sex worker community, of which there are many subcultures and branches, it is important to consider what terminology is going to resonate most effectively. Many people distance themselves from the phrase “sex worker” because they imply that the word incriminates them or automatically associates them with escorting and prostitution. Many people use forms of sex work as a means to an end, or as a temporary job, and may find the phrase “sex worker” to be too political. Alternative phrases one could use to build rapport are “erotic service providers”, “adult entertainers”, “providers”, or (depending on how playful you’re being), “sexy professionals.

What’s most important is that we do not push our labels on other people. We can explain what the phrase “sex worker” means to us, but ultimately it is up to each individual to find words that best describe their personal experience.

**Building Community Takes Time**

Don’t be discouraged if your first several events are poorly attended. Your first few socials or brunches might just be...well...you. This can feel awkward, but it’s natural and worth it to stick with trying. If you have friends or acquaintances who are current or retired sex workers, ask them to join you for the first few socials, so it’s not not a total ghost town.

When people do start to show up, it’s important to help them feel welcome, and to give them a sense of place. When people feel they are a part of something, they are more likely to come
back, and to stay involved. Here are a few ways you can help foster a feeling of belonging in your growing group:

- Ask people how they heard of the group, and what brings them here today.
- What is their experience with sex work? How do they feel about it?
- What’s important to them? Ask questions about life outside of sex work...hobbies, family, life goals, places they’ve lived or worked, relationships, etc. When we acknowledge the whole person, we are normalizing their label as a sex worker, which can be validating and refreshing to people who are accustomed to hiding or being “sensational”.
- Ask what they would like to do with a group like this in the future.
- Tell them about future plans for your Chapter, and ask for their input.
- Keep a spreadsheet of attendees, and write a quick note or two about new people, so you can remember them in the future. Remembering people’s names goes a long ways.

Some people will come to every single event you ever host, and others will only come by once every few months. Regardless of frequency, greet each visitor warmly, acting as if no time has passed at all. This helps dispel feelings of guilt around infrequent attendance, or not showing up after RSVPing, and makes people more comfortable.

**What Types of Events to Hold**

There are all sorts of events SWOP-Chapters have hosted for their communities, everything from support groups to arts festivals! When you’re first hosting events, it’s a good idea to keep it simple and on a small scale. You can always grow and expand your ideas as your group does! Here are some ideas on how to get started:

- Peer Support Groups: These can be open discussions on topics which people in the community need safe space to talk about. Relationships is always a popular topic, but you could modify the theme based on the needs and interests of your community.
- Brunches and potlucks: These are low key events where people are invited to come and mingle in a casual social context. Provide some coffee or tea, some pizza or veggie snacks, and invite others to contribute. Make it clear that people do not have to contribute to the potluck if they are unable.
- Arts events: You can host an evening where people are welcome to come and reflect on their thoughts and experiences via writings, drawing, poetry, or crafts. This is a great way to offer people a creative outlet amongst peers, and all you need to do is provide supplies, a safe space, and a few “prompts” or themes to get people going. You can ask if people would like to have their work shared, and offer to post it on the Chapter blog. Make sure not to share anything outside the meeting without consent.
- Clothing swaps: Sex workers can be known to have vast and colorful collections of clothes for work. Get together and trade! This can be a really fun way to socialize around a very simple theme.
• Movie nights: If you’re group is more politically or culturally inclined, you could find a spot to host a movie night, showing clips of sex worker films or youtube videos. This is a great way to inspire groups into action, and to start deeper discussions.

• Skill shares: This is a good way to offer peer-based resources, as you can invite people from the community to come and host a simple workshop that they would lead. Topics for skills shares can include resume writing, basic finances, sexy skills (basic bondage 101, talking dirty, how to give a rockin lap dance, etc), dating, and more. **NOTE ON SAFETY:** SWOP Chapters are forbade from “promoting prostitution”, and we need to be very strict and careful about not breaking this law. Please make sure to communicate to presenters and your group that all skill shares are topics that any small business owner or sexually liberated person could benefit from. Please use caution in advertising your skill shares, as SWOP is often mistaken by the public as an org that “teaches people how to be better hookers”. We provide harm reduction supplies and information, and provide safe spaces for peer support.

• Council Meetings: When you start to get more people interested in helping the Chapter reach its goals, you can start holding Council meetings. This is a good time to do Chapter planning, to talk about goals as a sex worker rights organization, and to delegate roles within the Chapter.

**SWOP or Not? Naming Your SW Social Group**

If you look at some of the larger SWOP Chapters (Chicago, Seattle), you will sometimes notice that they have different names for their social groups. For instance, SWOP-Seattle has SEPIA, which is treated as a “sister” organization to the SWOP chapter. You may want to consider calling your social group something slightly different than SWOP, and here are a few reasons why:

1. Designating Sex Worker-Only Space
   Having a different name for your sex worker-only events makes a clear distinction between what is open to the public and what is not. Also, having a name that doesn’t include the phrase “sex worker” can be more inclusive to people who do not identify with that phrase.

2. Ensuring that Participation in SWOP Doesn’t Indicate Sex Worker Status
   By having a strictly sex worker social group, you can more firmly assert that people participating in SWOP events can be anyone...supportive members of the public, current or retired sex workers, social service non-profits, and human rights activists.

**Appendix**
**Street Outreach 101**

Several SWOP Chapters have robust street outreach programs, or offer connections to sex worker-friendly social services. If this is of interest to your chapter, please read this page for ideas and tips on how to get started. Outreach can be a very sensitive form of advocacy/activism, so please educate yourself as much as you can about this before starting, and reach out to us if you have questions.

An example of street outreach: Former sex workers and allies start going to a stroll with condoms, snacks, and safer sex supplies every other Tuesday. After they build trust, they invite street-based sex workers to dinner, and talk about types of work they could do. SWOP develops a bad date list that can be handed out during outreach. The community could ask for a regular place where they can get warm, get hot food, and support each other around changes they want to make. SWOP asks a local homeless shelter for a conference room for weekly drop-in hours and meetings. The organizers let street-based sex workers set the topics, and integrate processing of experiences with leadership development and education about legal rights, social justice, self-care, harm reduction, and options. After 6 months, the group decides that employment discrimination is the biggest issue they face. The lead organizers and group members then work with local graphic designers and artists to create a report about discrimination and employment, hold a press conference, and present the report at harm reduction conferences.

**Harm Reduction Online Training**
**Motivational Interviewing Online Training**
**Online CEU-Eligible Training for Working with Homeless Populations**
**Understanding Trauma & Providing Trauma-Informed Services & Care**

**How do I Collaborate with Other Non-Profits & Services?**

Some SWOP Chapters have robust street outreach programs, but we don’t all have the capacity or know-how to offer these and other services to our sex worker community. It’s ok to look around your city to see what services are being offered, so you can connect with those organizations and refer your members to them for services, if needed. Services that you can add to your “Resource List” include:

- Needle Exchange Programs
- Domestic Violence Shelters
- Drug Addiction Counseling
- Immigration Rights Advocates
- Crisis & Suicide Hotlines

As you reach out to these orgs to learn more about their services, you can let them know about your peer support group at SWOP, so they can refer people seeking community to you. This is
also a good time to gauge how sex worker-friendly this service is, which is important because some service providers have clauses against working with sex workers who don’t identity as trafficking victims.

Webinar Archive

SWOP USA hosts webinars periodically to help resource the sex workers’ rights movement. They can be found here

Rusty’s Rules of Order
(Slightly edited for organizational relevance)

Good meeting procedure is probably the most basic tool in the organizer’s kit and the building block for any form of collective action. A good meeting helps a group of people – small or large – to accomplish more than they could as individuals. Without a democratic and efficient way to make decisions, people can do little more than burn themselves out and reinforce the idea that fighting the boss and authorities is impossible and that the labor movement is nothing more than one useless meeting after another.

Rusty’s Rules of Order are the official set of meeting policies and procedures of the IWW. Rusty’s Rules are a simplified version of Robert’s Rules of Order, a guide to parliamentary procedure still in use today. The following introductory guide will clearly and simply explain how to understand and participate in meetings which use Rusty’s Rules, what an IWW meeting agenda looks like, how to write a proposal, how to facilitate a meeting, and much more.

Good meeting procedure is something we all can learn. It’s not that hard, and not that boring or unpleasant. In fact, when compared to bad meeting procedure it’s downright fun and exciting. Something an old Wobbly taught us is to always conduct your meeting as if there were a hundred people there, to be ready when the times comes when there are a hundred people there. A lot of groups start to fall apart or cease to be democratic when hey get past a dozen people, because they don’t make the jump from the little group of friends that functions in a
loose style to the larger-group ways of working – the IWW has been able to grow exponentially in the 15 years by taking good meeting procedure seriously.

It is important that every member understands how to fully participate in meetings so that we can put our heads together to find the best solutions. The idea that “we are all leaders here” has been with the IWW since its inception. That doesn’t just mean no bosses telling us where to go, what to do, and how to do it. It also means we have to decide those things for ourselves, together. How will we know what is best? Good meetings are a basic building block to union democracy today and industrial democracy tomorrow.

Many of us have little or no experience with a functional and healthy large democratic group when we receive our first Red Card, but we must remember that learning the proper methods of conducting large-group democratic decision making and collective work is how we learn to run the world. Like it says in one old Wobbly cartoon: “Organize now! Organize right!”. This is what following Rusty’s Rules of Order allows us to do.

**Rotating Meeting Roles**

The Chair is essentially the host of the meeting. The Chair calls the meeting to session, reviews the agenda, keeps track of those wishing to speak and calls upon them to do so in order, keeps the meeting on track with the agenda, keeps order when there are disruptions, enforces meeting procedures, and calls the meeting to adjournment.

The Recording Secretary is responsible for keeping detailed minutes, or notes, of the meeting and sending those notes to the branch through the e-mail list. They must record the wording of proposals, votes cast on proposals, if proposals pass or fail, nominations for officers or committee members, and votes on elections and are encouraged to take additional relevant notes regarding reports and discussions. The meeting minutes taken by the Recording Secretary, once approved, become official record, so it’s important that they are detailed and clear.

The Card Conductor is tasked with checking the standing of all members by viewing their red cards. They must report the number of members in good and bad standing and the number of guests to the Chair and Recording Secretary and update them on the standing of any members who arrive late. If a member at a meeting does not have their red card on them, the Card Conductor may ask that member who they last paid dues to and, if that delegate is present, the delegate who last took a member’s dues may vouch for that member’s standing. The card conductor is also tasked with assisting the chair in counting votes and keeping time. (*This may not be directly relevant to SWOP chapters since we’re not a dues paying organization, however your chapter should have measures to know who can and who can’t vote. It’s also important to establish quorum, the number of voting members necessary to pass a proposal, so that you know if you have enough people at your meetings. If you’re finding that you consistently don’t have quorum you may need to revisit your voting membership criteria.)*

**Sample Meeting Agenda**

1. **Call to Order** – The chair officially begins the meeting and the recording secretary records the time.
2. Elect Card Conductor – The card conductor checks the membership standing of all present and makes sure that a quorum, or 5 members in good standing, is present so that official business can begin. The number of members in good and bad standing and the number of guests is recorded by the recording secretary.

3. Introductions – Everyone in the meeting introduces themselves with their name, pronoun, and any official positions held.

4. Reading of Last Meeting’s Minutes – The recording secretary reviews old business, new business, and elections from the previous meeting, reading only motions, noting if they passed, and who was elected to which positions.

5. Review & Approve Agenda – The chair reviews the agenda as it stands and asks if anyone has an ‘Order of the Day’ prepared or any additional items of new business so they can be added to the agenda at this time. If members have additional items for new business they should be written down and passed to secretary for accurate recording. If an Order of the Day is suggested, it is voted on.

6. Reports – officers, delegates, and committees present their reports on the previous month’s activity.

7. Old Business – Any items of business tabled and/or unaddressed at the last meeting are revisited now.

8. Order of The Day – If an order of the day was chosen, it is discussed here. An order of the day is a topic of conversation or an immediate issue which is discussed at length by the branch without a proposal on the floor. A time limit is chosen, generally 10 minutes, and motion must be made to extend time if the discussion is to continue past that limit.

9. New Business – Items of new business are read, discussed, and voted upon. If new committees are created or new delegates are nominated, they should be added to agenda under nominations and elections. Anything which is tabled to the next meeting should be included in that month’s agenda under ‘old business’.

10. Nominations, Elections, and Installations — A Chair and Recording Secretary are always elected for the following month. An Audit committee which meets immediately after the meeting is also always elected. Any positions to be filled for newly created committees or fellow workers nominated to be delegates are voted on at this time. When officers terms are ending or officer positions become vacant, officers are nominated during this time at one meeting and voted upon at the following meeting.

11. Review of the Meeting — the recording secretary reviews old business, new business, and elections from the meeting, reading only motions, if they passed, and who was elected to which positions. A vote is held whether or not to accept the minutes as read.

12. Good and Welfare — anyone attending the meeting may present upcoming events, items of personal concern, and anything that didn’t fit into the rest of the meeting.

13. Adjournment – The chair announces they will entertain a motion to adjourn and, if moved, there is a vote on whether or not to end the meeting. If the motion passes, the recording secretary notes the time and the meeting comes to a close.

Proposals & Amendments

A Proposal, or Main Motion, is an official suggestion concerning business to be carried out which must be seconded, discussed, and voted upon in order to pass and become official policy.
Proposals are comprised of two sections, the ‘whereas’ section and the ‘let it be resolved’ section. The “whereas” section should clearly and informatively convey why the proposal is important and why the membership should vote to pass it. The “let it be resolved” section should establish the steps to be taken to address the issue outlined in the “whereas.”

A motion can be made by any member at any time, having been recognized by the chair. Once a proposal has been made, it must be seconded, or else the motion dies. Once a motion is seconded, it is 'on the floor' which means that discussion must focus on that motion until it is called to question and that anything that doesn’t pertain directly to that motion is out of order, and must be cut off. The maker of the motion may, however, withdraw the motion at any time before a vote is taken. Exceptions to this rule are, procedural motions (see the next section) or a motion to amend the main motion on the floor.

An amendment is a secondary motion to edit the language of a main motion which is currently on the floor.

A friendly amendment is an amendment which, once proposed, is immediately accepted by the fellow worker who proposed the main motion, immediately changing the language of the main motion accordingly, without a vote on the amendment. If an amendment is accepted as friendly, discussion continues on the main motion as it now stands (with the amendment included).

An unfriendly amendment is an amendment which, once proposed, is not accepted by the fellow worker who made the main motion, and must be discussed and voted on separately from the main motion. If a proposed amendment is considered unfriendly, it must be seconded. If it is not seconded, the floor returns to the main motion. If it is seconded, the floor is given to that amendment and all discussion must pertain only to the amendment until it is called to question. If the amendment is called to question and passes, the motion is changed accordingly, and discussion returns to updated motion. If the amendment is called to question and does not pass, discussion (and the floor) returns to the original motion.

Discussion on motions and amendments continues until all relevant opinions have been heard or until a motion to call to question (and end discussion) is made, voted upon, and passes. A motion to “call to question” is a procedural motion, which will be explained further in the next section. Once a motion has been called to question, the vote is taken, counted, and recorded in the minutes and the motion becomes an official decision or policy.

**Procedural Motions and Points of Procedure and Privilege**

A Procedural Motion is a motion regarding the process of the meeting, not business at hand. Procedural motions take precedence over any other items of business and are immediately given the floor. Like main motions, procedural motions must be seconded to be considered in order and voted on to pass and become official procedure. Examples of procedural motions include:

- Motion to Table: to defer an item of business to the following meeting. When an item of business is tabled, it is moved to the ‘old business’ section of the agenda at the following meeting.
A Point of Procedure (or a Point of Order) is a suggestion as to how to better carry out the business of the meeting. Points of procedure are not motions, generally do not need to be voted on, and should only constitute a short interruption of the meeting. Points of Procedure may, for example, point out that the speaker is not addressing the business at hand, that the chair has overlooked some part of the process,

A Point of Privilege is a clarifying question or statement or request for accommodation. Points of Privilege may, for example, point out that people can’t hear what’s going on or be used to ask a question regarding specific facts related to the matter at hand.

**Goal and Focus Setting Exercise**

SWOP has long been an organization of “Go get ‘em tiger!” and while we’ve celebrated many vibrant years of incredible grassroots organization we’re hoping to provide greater support and collaboration moving forward.

While the decriminalization of sex work is a goal across chapters, we each have our individual fights and campaigns. How do we fight for long-term structural change, while winning our local battles against violence and stigma?

Below you’ll find several introductory exercises that can help suss out various strategies and tactics for facilitation of goal building.

Exercise: What is Strategy?

**Goal:** Give participants an experienced sense of goals versus tactics versus strategy.

**Time:** 30 minutes or so (depending on the size of the group)

How to Lead: Want a quick tool to help your group get the difference between goals, tactics and strategy? Here’s a vivid example to help with some definitions!
Place a blanket on the floor. Have the group stand on the blanket (they should be only slightly packed on the blanket).

Then, give them the challenge: turn the blanket over (flip it over) without anyone stepping off the blanket. (So no leaving the blanket, leaning on walls, etc.) Some groups may take longer than others, allow the group to take as long as it takes. If the group steps off the blanket, or someone steps on the ground, start over again. It's a very do-able task!

After the group completes the task successfully, help the group self-reflect. Since it's a short exercise the debrief may be short, too. But make sure to give some space for an immediate reactions or feelings. Then focus the group on looking at the questions of: "What was the goal? Tactic? Strategy?"

In this case, the goal was given by the facilitator – flip the blanket over – the strategy was the method devised to achieve the goal and the tactics were the particular ways the group implemented the strategy.

Using any examples from the group's life or in the world, help connect that set of definitions to the larger world. Allow the group to apply those definitions to their own work as needed.

**Examining Privilege Exercises**

We all come from different places and with different experiences with oppression and privilege. These systems are complicated and at times intersect with other systems of violence. SWOP is committed to helping our members work through these issues and learn to understand and value these differences in meaningful ways. This is a requirement in order to be a member of SWOP. Here you will find some interactive exercises to develop skills around identifying and dismantling individual and institutional privilege.

**Exercise: The Power Shuffle**

I will be giving you a series of instructions during the first portion of this exercise. Please follow the instructions in complete silence. "You do not have to identify yourself as a member of a group that is called out if you do not wish to, but you should notice any feeling that come up about not identifying yourself. If you are not sure about which group you belong to, decide for yourself where it makes sense for you to go." You may want to clarify that some people may feel not feel 100% of a part of a category, and that they have the option to stand in the middle should they want to reflect that. For each of the categories below, say the following: "Please step to the other side of the room if you are [the category]. [Pause.] Notice who's standing with you. Notice who's not. [Pause.] Notice how you feel. [Pause.] Come back together again."

1. You are a woman.
2. You are Asian, East Asian, South Asian/Indian, or Pacific Islander.
3. You are Latino/a, Chicano/a, or mestizo/a.
4. You are of Arabian descent.
5. You are Native American.
6. You are African-American or black, or of African descent.
7. You are of multi-heritage, and at least one of your parents or grandparents is a person of color.
8. You are of Jewish heritage.
9. You are 45 or over.
10. You are under 21.
11. You were raised poor.
12. You were raised by a single parent or currently are a single parent.
13. One of your parents, or the people who raised you, were or are working-class and did manual labor, skill or unskilled work, or pink-collar clerical or service work to make a living.
14. You were raised in an isolated or farming community.
15. Neither of your parents, or the people who raised you, attended college (or received a college degree).
16. You were raised Catholic.
17. You have a visible or hidden physical disability or impairment.
18. You have ever been seriously or continually sick.
19. You are an immigrant to this country.
20. Your native language is other than English.
21. You come from a family where alcohol or drugs were or are a problem.
22. You were raised in or are now part of a religious community other than Christian.
23. You are lesbian, gay, bisexual, or transgender. [Always decide whether it is safe enough to call out this category and don’t be over cautious; if no one walks across; you can point out the lack of safety in the group later.]
24. Someone in your family, or a close friend, is lesbian, gay, bisexual or transgender.
25. You are a non-management worker and/or do not supervise anyone on your job.
26. You are now or ever have been unemployed, not by choice.
27. You are a veteran.
28. You or a member of your family has ever been labeled mentally ill or crazy.
29. You or a member of your family have ever been incarcerated or been in the juvenile justice system.
30. You were ever publicly labeled fat, whether or not you ever felt fat.

Questions for discussion following the Shuffle:

1. How did it feel to be in the group which had to walk across?
2. How did it feel to be in the main group and watch others cross?
3. Did you walk a little or a lot? How do you feel about that?
4. What surprised you during this exercise?
5. How does this activity build community and individual courage?
6. If you were refraining from crossing the line at first but later started to cross, why was that? (increased confidence?, trust?, rapport?)

Dismantling Privilege Exercise 2 “Mainstream vs. Margin”

Goals: (1) to assist participants to identify with both marginal and mainstream roles that they play in society (2) to boost awareness of the oppressive characteristics of the mainstream role (3) to gain hope through identifying how they can support social change while in a mainstream role (4) to practice the skills of an ally.
How to Lead

1. Keep the introduction simple, like "Tonight we're going to explore some dynamics of diversity in groups." Don't reveal the goals of the exercise except in the most general way.

2. In small groups individuals share a time in their life when they felt marginalized. Earlier in life is better (pre-adult may be most productive, but don't be rigid about this.) Give your personal example. After each has shared, ask the small groups to talk about how the mainstream appeared to them to be at the time they were on the margin, "What were the characteristics of the mainstream?"

3. Ask the small groups to prepare skits/short dramas in which they show the rest of the group some characteristics of mainstreams. Explain that they have only five minutes to prepare their skit, but give them more in fact although you need to keep the pressure on or they will take too long. Ten minutes is enough to create a skit.

4. Make it fun, introduce the skits with fanfare. "Mainstreams I have known" is the theme of the theater! The groups perform, one at a time. Applaud each, then applaud all at the end.

5. Harvest the work so far by listing "Characteristics of the mainstream," based on the skits. Be relaxed, give lots of expansive energy. Get as close as you can energetically to the group, love them because it's going to get harder.

6. Back into the same small groups: ask participants again to remember what their experience was of being marginalized. Ask them to imagine "an initiative that they would have liked to come from the mainstream that would have assisted them to re-negotiate their relationship to the mainstream." Repeat this memorized instruction several times. Give your own personal example. Point out that you're not asking them to fantasize the mainstream incorporating them, but instead to re-negotiate their relationship with the mainstream. [Be patient with how difficult this instruction is!]

7. Harvest the work of the small groups with list titled "Initiatives the mainstream could take." Be satisfied with a fairly small list; add a couple of your own if appropriate.

8. Ask them if they themselves have any aspects of themselves that is mainstream, or any roles they play that are mainstream. Get hands. Ask for examples. Add examples of your own.

9. [The key moment:] Announce to them that they now know 90% of what they need to know to be ready for a world of diversity. What they now know contains both good news and bad news. Share with them the bad news that in their mainstream roles, the list of Mainstream Characteristics applies to them. Follow immediately with the good news: as a mainstreamer, they can take these initiatives and change the hardship of marginalized people.

10. Explain that they will now get to practice using their own wisdom about what mainstreamers can do (the Initiative list). Organize a mingle with one-way interactions, in which whoever starts says "In my mainstream role as ____________, (do one of the Initiatives). Demonstrate how this works with co-facilitator or a participant. Take questions, then start it.
11. Closing. This can take a variety of forms depending on time and cultural appropriateness: sharing in buddies, journal-writing, meditation, go-round in which everyone shares (for example, a feeling, or a brief insight), music for reflection, a group song, a prayer.