Peace and Justice Action League of Spokane
Steering Committee
Applicant Information Packet

**Mission:** The Peace and Justice Action League of Spokane engages everyday people to build a just and nonviolent world.

**Vision:** Everyday people are together advancing peace, economic justice, and human rights, through campaigns grounded in the intersections of these values. We are:

- Engaging youth, cultivating youth leadership and long-term involvement.
- Nurturing strong relationships & active partnerships with communities of color, LGBT+ communities, faith communities, and other progressive bases.
- Sharing our messages, setting the frame of debates, and engaging everyday people.
- Delivering high-quality work through robust volunteer involvement and leadership, appropriate staffing, strong organizational systems, and a funding base that’s expanding, stable, and sufficient.

The Peace and Justice Action League of Spokane is an independent, membership-based organization, founded in 1975, and affiliated with the Fellowship of Reconciliation and Showing Up for Racial Justice. Our approach to creating change is community organizing and leadership development.
About the Steering Committee Application Process

The Peace and Justice Action League of Spokane Steering Committee is seeking applicants to fill positions. We invite any current member of PJALS to consider applying for this leadership role to support and guide the organization’s mission to “engage everyday people to build a just and nonviolent world.” The current steering committee is comprised of 6 members and seeking to fill 5 empty seats, for a full committee of 11 members.

Our vision for our leadership body:

- Reflects leadership of people directly impacted by our work and allies who share organizational values
- Multiracial
- Intergenerational
- Cross-class

Our goals for our leadership body:

- Maintain a minimum of 30% people of color to reflect the demographics represented in members who answered the 2020 Member Priority Survey
- Majority of committee are members who are directly impacted by our priority issues

Application Form: Peace and Justice Action League of Spokane Steering Committee Application

Role and Commitment: PJALS Steering Committee Role and Commitment

Application/Recruitment Timeline (subject to change):

- Application Deadline: July 20\textsuperscript{th}
- Informal interviews and invitations to observe Steering Committee meetings: Starting July 27\textsuperscript{th}

If you have any questions or would like to know more about the organization and the committee, please contact Liz Moore, Director at lmoore@pjals.org.

To learn more about the current PJALS Steering Committee, see our website: http://pjals.org/about/staff-steering-committee/
Our PJALS Values and Commitment

Adopted by the PJALS Steering Committee on July 26, 2016

In our PJALS community, we believe everyday people can accomplish extraordinary things together. We strive to draw from our differences to increase and enhance effective action to build a just and nonviolent world. Our values ask us to honor and respect our web of different life experience to work collaboratively, sharing power and decision-making. Our work is guided by leadership of people directly impacted by the problems we seek to address, both among our PJALS community and in our broader community and world. We recognize our shared humanity and commit in the following ways to neither harm a member nor see a member harmed:

- Use an intersectional racial equity lens in all of our work.
- Call each other in, not out, when we make mistakes.
- Use decision making processes that engage our diverse community.

PJALS Community Agreements

Our shared expectations of how we communicate and work together

Approved by PJALS Steering Committee in December 2015

- Respectful communication: We make welcoming space where we can all be brave, so that we can take action together on our shared goals.
- No oppressive statements. If oppressive behaviors or statements are made, use Oops/Ouch to name, address, own, and learn.
- Share the air.
- Support each other.
- Be curious. Challenge assumptions. Work from “sound and current data.”
- Share your experience & perspective. Learn from differences.
- Be aware of our choices. Let’s choose consciously, not reactively.
- Learning and Improving: We evaluate together so we can learn from our experiences.
- Focus together: Limit distractions in meetings or workshops. One conversation (not sidebars) in meetings or workshops.
- Contracting and re-contracting: Make clear agreements about who’ll do what by when, who has what roles, and what relationship behaviors we’ll use to work together well. If you can’t do what you committed to, tell the group and we’ll make a new plan.
everyday people building a just and nonviolent world

Members keep PJALS strong and growing! Support our work together with a donation at www.pjals.org

Every gift before midnight December 31 will be matched dollar-for-dollar by our member-to-member matching challenge up to $11,700!

2017: Won Fair Chance Hiring in Spokane and statewide, reducing barriers to employment for people with conviction records, and gained approval for a mental health diversion center, as an alternative to jail.
2019: “We Demand Smart Justice” rally with Unitarian Universalist General Assembly called for “services not sentences!” We continue to organize with Smart Justice Spokane to say No New Jail and to end systemic racism and mass incarceration in Spokane County!

2018: Led organizing of 100 costumed and visually striking “Handmaids” who marched and protested in silence when VP Pence arrived in Spokane.
2018: Actively participated in a multi-year campaign exposing the immorality of systemic racism, poverty, ecological devastation, and war economy, that launched with a 40-day series of protests and civil disobedience in 40 state capitals including Washington. This was the largest coordinated civil disobedience campaign in US history.
2018: Gathered nearly 1000 signatures on petition to Congressional delegation opposing Trump authorizing military action.
Our movement is powered by members like you.

2019: Organized protest of Trump’s white nationalist power grab of tax money to try to build his racist wall.
2019: Organized No War on Iran protest and hosted speaker “From Persia With Love.”

2017-2019: Successfully co-led multiple rapid response mobilizations in support of immigrants, Muslims, and refugees who were being targeted locally and nationally.
2017: Defeated an initiative, back by hate group funding, seeking to allow any city employee to demand immigration status information.
2018: Co-organized with No Discrimination Spokane partners to ban warrantless searches by Border Patrol and ICE in non-public areas of our Greyhound/Amtrak station through a city ordinance.

2019: Organized our 10th annual Peace and Justice Action Conference for more than 200 members like you!
2019: Hosted Western States Center’s activist training conference Activists Mobilizing for Power for activists across the West.

Thank you for all you do for peace and justice!
2020 Priorities
http://pjals.org/2020/04/2020-priorities/

The Peace and Justice Action League of Spokane engages everyday people to build a just and nonviolent world with an intersectional racial justice lens, through grassroots leadership development and consciously nonviolent community organizing for peace, racial equity, economic justice, and human rights. The PJALS Steering Committee set our 2020 priorities at a retreat with staff in February. Together, staff and Steering Committee discussed the Member Priority Survey Results, the paradoxes of our work, and our vision for racial equity for PJALS. We shared this at the Special Membership Meeting on April 15, and now we’re excited to share it here.

We are committed to using a racial equity lens in every area of our organization, as we engage everyday people to build a just and nonviolent world.

In 2020 our organizing priorities are:

- **Smart Justice Spokane:** No new jail, end mass incarceration and racial disparities in our regional criminal justice system, including law enforcement accountability
- **Rights of immigrants, refugees, religious minorities, LGBTQ people, and people of color** to build collective power with targeted communities
- **Countering white nationalist escalation and white supremacy**

Our leadership development programs support youth and grassroots people as leaders through our Young Activist Leaders Program, internships, our annual Peace & Justice Action Conference, anti-racism book groups, workshops, and other programming.
In 2020 we seek to hold these “Wicked Questions.” We will use these questions to tend to both parts of the paradoxes they name, and we’ll move iteratively toward answers through our practice together:

- How is it that we are answering the call and desire for more visibility in the community and at the same time we are behaving as an accountable partner not taking too much space or too much credit, simultaneously?
- How is it that we are growing in membership, staff, and budget and at the same time we are continuing to be a relationship-based organization, simultaneously?
- How is it that we are welcoming to people new to social justice work and at the same time we are radical, simultaneously?
- How is it that we are having clear priorities and at the same time we are able to respond to salient issues, simultaneously?
- How is it that we are doing too much and at the same time we are not doing enough, simultaneously?
PJALS 2020 Priorities – and our key strategies.

Member Survey Results – priorities and feedback from members like you

Our Young Activist Leaders Program is still proceeding through the pandemic — virtually! — creating an online gallery of Arts in Action!

Smart Justice Spokane Coalition Is Extremely Concerned About Racial Inequities In Recent Jail Releases – nine immediate actions to ensure racial equity in jail release decisions

Supporting Immigrant Families – Spokane Immigrant Rights Coalition (SIRC) fund needs you!

Showing Up for Racial Justice (SURJ) update – decarceration, supporting immigrants, and anti-racist education

Peace & Justice Action Committee (PJAC) update – shifting funding from the Defense budget to necessary services to address the pandemic, and increasing support for the No War with Iran Act.

Webinar Wednesdays – We hope you’ll join us for our community events in virtual space!

Spokane County Mutual Aid – If you want to help or need support, here’s how to connect.

Pandemic Financial Report – and how you can help!

PJALS 2020 Priorities & Program Update Feedback Form – After you read the newsletter, will you please share your thoughts?

PJALS Staff: From top left: Organizer Shar, Director Liz, Development Coordinator Farand, Youth Organizers Sarah and Taylor