

		Experience			Skill			
		None	Some	Lots	Weak	Fair	Strong	Expert
G	Strategic Planning – Campaign Design							
1	Evaluate the forces supporting and opposing social change							
2	Establish a specific goal for a campaign							
3	Design a campaign that accomplishes a specific goal							
4	Evaluate a campaign for its effectiveness							
H	Building Organizations							
1	Contribute money to an organization							
2	Volunteer for an organization (some involvement)							
3	Join an organization (active involvement)							
4	Encourage someone to join an organization							
5	Form an organization							
I	Group Bonding							
1	Teach or lead a group in song							
2	Teach or lead a group in a game or ritual							
3	Organize or facilitate a group outing (party, picnic, etc.)							
4	Organize or facilitate a community ceremony or celebration							
J	Cooperative Decision Making							
1	Plan a meeting agenda							
2	Facilitate a small meeting							
3	Facilitate a meeting of more than 30 people							
4	Facilitate a difficult meeting							
5	Propose a social change activity for a group							
6	Write a formal proposal for a group activity							
K	Personal Skills / Conflict Resolution							
1	Ask someone who is unlike you about her/his background							
2	Sympathize with another person’s perspective (unlike yours)							
3	Tell someone your criticisms of her/him							
4	Tell someone your appreciations of her/him							
5	Mediate a dispute between individuals							
6	Mediate a dispute between groups							
7	Learn/develop techniques to help yourself when upset							
8	Arrange for others to support you when you are upset							
9	Support another person when she/he is upset							
10	Set personal goals and achieve them							
11	Help another person evaluate her/his goals							
12	Encourage and support another person to reach a goal							
13	Learn about oppressive behavior (sexism, racism, etc.)							
14	Interrupt interpersonal oppressive behavior							
15	Ask a disruptive person to leave an organization							
L	Multicultural Connection							
1	Teach someone else about your group’s culture							
2	Learn the background of someone from another culture							
3	Work closely with someone from another culture							
4	Learn a great deal about another culture							
5	Teach someone of your culture about another culture							
6	Inventory the ways you are oppressed and privileged							
7	Resolve conflicts between people of different cultures							

		Experience			Skill			
		None	Some	Lots	Weak	Fair	Strong	Expert
M	Coalition Building							
1	Actively participate in a coalition event/campaign							
2	Design a coalition event/campaign							
3	Speak to a group to get them involved in a coalition							
4	Negotiate with another group to resolve disagreements							
5								
N	Fundraising							
1	Write a fundraising letter or email							
2	Purchase a mailing list for fundraising							
3	Write a grant request proposal							
4	Make a presentation to a foundation granting committee							
5	Arrange a benefit event (speech, film, dinner, etc.)							
6	Call a potential donor							
7	Visit a potential donor							
8	Canvass to raise money							
9								
10								
O	Office Work							
1	Mail requested literature							
2	Answer correspondence for a group							
3	Make copies, collate, and staple documents							
4	Use a computer for email and surfing the web							
5	Use a computer to create documents							
6	Use a computer for complicated page layout							
7	Use a computer for financial analysis							
8	Solicit articles, photos, graphics for a newsletter/newspaper							
9	Design a flier, leaflet, newsletter, or newspaper							
10	Edit a flier, leaflet, newsletter, or newspaper							
11	Lay out a flier, leaflet, newsletter, or newspaper							
12	Have a flier, leaflet, newsletter, or newspaper typeset							
13	Have a flier, leaflet, newsletter, or newspaper printed							
14	Prepare a bulk mailing							
15	Manage an email list							
16	Prepare a mass email message using a database							
17	Write a budget for a project							
18	Perform basic bookkeeping (check deposit, recording, etc.)							
19	Perform complete bookkeeping							
20	Manage petty cash							
21	Manage an organization's finances (check writing, etc.)							
22	Manage a mailing list							
23	Manage an office (organize files, establish procedures)							
24								
25								
P	Supervising Others							
1	Recruit a volunteer/intern							
2	Hire an employee							
3	Supervise an employee, intern, or volunteer							
4	Evaluate the performance of an employee, intern, volunteer							
5	Fire an employee, intern, or volunteer							
6								
7								

		Experience			Skill			
		None	Some	Lots	Weak	Fair	Strong	Expert
Q	Kitchen and Life Skills							
1	Cook for more than 10 people							
2	Plan a meal for more than 10 people							
3	Plan a meal for more than 100 people							
4	Take care of a toddler							
5	Take care of a young child							
6	Take care of an older child							
7	Take care of several children at once							
8	Work with teenagers							
R	Teaching Skills to Others							
1	Attend a skills-building workshop							
2	Teach a person one-on-one							
3	Present activist skill information to a group							
4	Facilitate a role play or exercise							
5	Develop a skills-building workshop							
6	Facilitate a short workshop							
7	Facilitate a several-days-long workshop							
8	Evaluate the effectiveness of a workshop							
9	Write skills-building leaflets or manuals							
S	Evaluating Effectiveness							
1	Evaluate your own skills and abilities for effecting change							
2	Evaluate your effectiveness in bringing about change							
3	Evaluate the effectiveness of the groups you work with							
4	Make changes in your activities so you are more effective							
5								
T	Other Things Not Listed Above – Please Fill In							
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Inspired by: “Skills and Knowledge of a Social Change Agent,”
 by Jim Nunes-Schrag and Christopher Mogil, April 5, 1984, Movement for a New Society.

— Prepared by Randy Schutt <http://www.vernalproject.org>
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Activist Knowledge and Experiences Questionnaire

Philosophy, History, Issues Topics, and Methods

This is a list of social change philosophy, history, issue topics, and methods about which activists should have at least some knowledge. It can be used for self-assessment, goal setting, or progress evaluation.

		Knowledge			
		None	Some	Lots	Expert
A	Economic Systems / Philosophies / Critiques				
1	Capitalism/markets, government regulation				
2	Unequal negotiating power: monopoly, monopsony				
3	Other market failures – externalities, information, behavior, etc.				
4	Free enterprise/entrepreneurialism				
5	Welfare state				
6	Marxism/socialism				
7	Communism				
8	Cooperative ownership				
9	Stewardship				
10	Macroeconomics – productivity, inflation, unemployment, trade				
11					
12					
B	Political & Social Systems / Philosophies				
1	Monarchy				
2	Oligarchy/plutocracy/kleptocracy				
3	Dictatorship				
4	Fascism/nationalism				
5	Representative democracy, pluralism				
6	Libertarianism				
7	Participatory democracy				
8	Anarchism				
9	Pacifism				
10	Militarism				
11	Colonialism/imperialism				
12	Humanism				
13	Multiculturalism				
14	Environmentalism				
15	Consumerism				
16	Religion and spirituality				
17	Utopian visions				
18					
19					
20					
C	Oppressive Social / Cultural Institutions				
1	Patriarchy/sexism				
2	Racism				
3	Nativism/xenophobia				
4	Colonialism				
5	Ageism				
6	Ableism				
7	Heterosexism/CIS genderism				
8	Classism				
9	Consumerism				
10	Authoritarianism				
11					
12					

		Knowledge				Social Change Experience		
		None	Some	Lots	Expert	None	Some	Lots
D	History of Major U.S. Social Change Movements							
1	Anti-slavery							
2	Populist							
3	Labor							
4	Women's suffrage							
5	Civil rights							
6	Ban the bomb, anti-nuclear weapons							
7	Anti-Vietnam war							
8	Women liberation/feminist/#MeToo							
9	Gay/lesbian/transgender rights							
10	Anti-nuclear power							
11	Anti-U.S. intervention in Central America							
12	Anti-globalization (corporatization)							
13	Anti-prison-industrial complex							
14	Environmental							
15	Climate change							
16	Gun control							
17	Black Lives Matters							
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24								
25								
E	Common Progressive Change Target Issues							
1	U.S. foreign policy, generally (militarism, military spending)							
2	Russia/Eastern Europe							
3	Western Europe/NATO							
4	Africa							
5	Latin America							
6	Middle East							
7	Southern Asia							
8	Pacific Rim Countries							
9	Transnational corporations, World Trade Organization							
10	Labor conditions, economic class system							
11	Wealth distribution							
12	Tax policy							
13	Corruption							
14	Homelessness							
15	Hunger							
16	Mining							
17	Real estate, land, and development							
18	Agriculture (and pesticides)							
19	Energy							
20	Transportation							
21	Waste disposal and toxins							
22	Healthcare							
23	Social security and retirement							
24	Family issues and childcare							
25	Family planning and abortion							

(Continued)

Target Issues (continued)		Knowledge				Social Change Experience		
		None	Some	Lots	Expert	None	Some	Lots
26	Cultural conditioning, generally							
27	News media							
28	Entertainment media (including sports)							
29	Schools							
30	Churches							
31	Oppression of women							
32	Oppression of African-Americans							
33	Oppression of Chicanos/Hispanics							
34	Oppression of Native Americans							
35	Oppression of disabled people							
36	Oppression of gay/lesbian people							
37	Oppression of animals							
38	Law enforcement (and abuse)							
39	Prisons							
40	Voter discouragement and suppression							
41	Government structure and governance							
42	Corruption							
43								
44								
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F	Large, Progressive Change Constituencies							
1	Labor/workers							
2	Professionals							
3	Farmers							
4	Students							
5	Military personnel							
6	Government officials							
7	Homeless/poor							
8	African-Americans							
9	Hispanics							
10	Asians							
11	Native Americans							
12	Women							
13	Gay men							
14	Lesbians							
15	Transgender people							
16	Elders							
17	Young people							
18	Teens							
19	Religious community							
20								
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