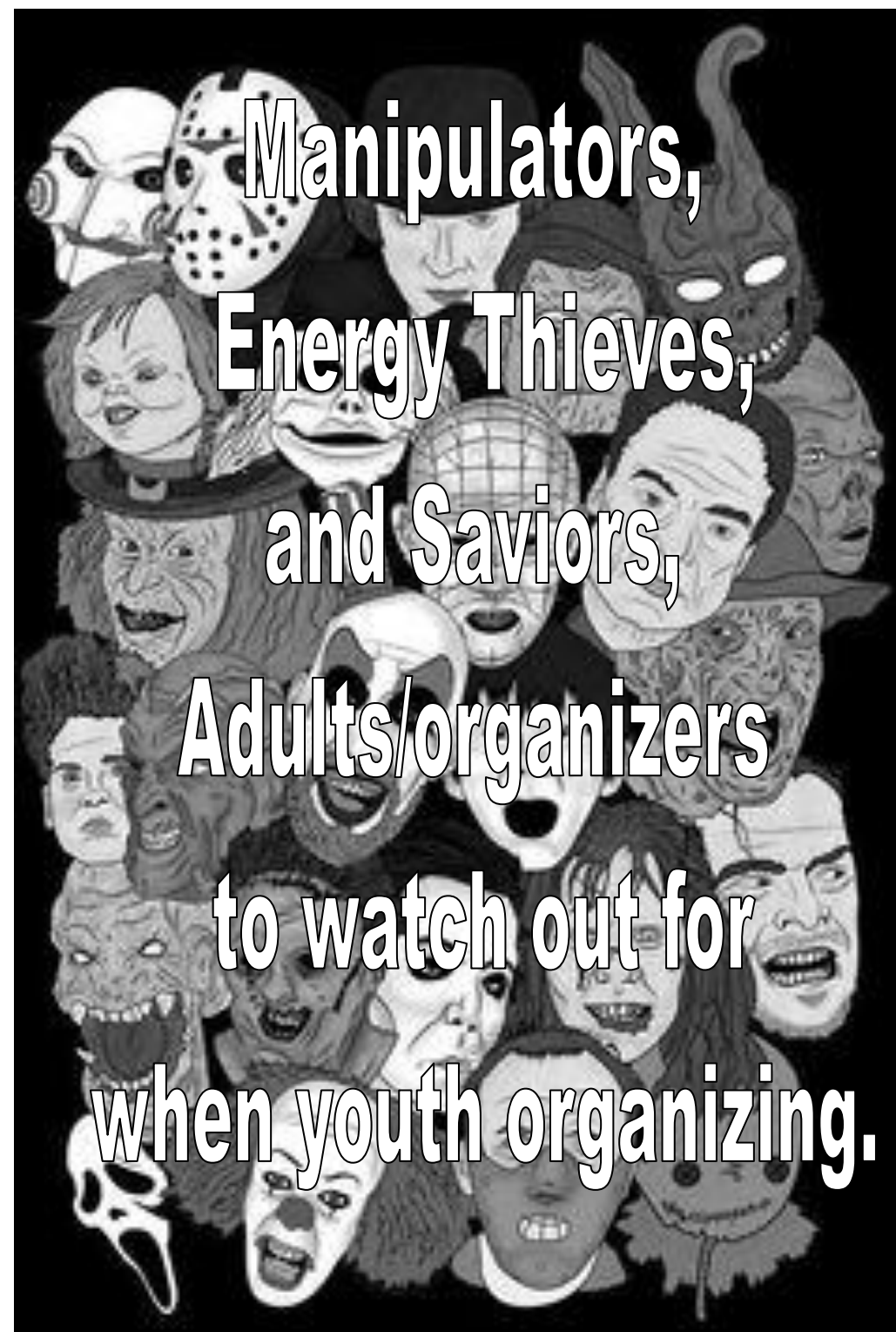


When in doubt just remember you are part of a youth collective, and there's some simple things you can follow to keep you a tight group that can resist all these people trying to fuck with you.

RULES OF COLLECTIVE ORGANIZING from "Capitalism Must Die" by Stephanie Mcmillan

- Don't act above our capacity. If we attempt to advance beyond our capacity, without the ability to defend our gains or retreat
- Don't act below our capacity. We should constantly seek and seize every opportunity to advance our struggles and weaken the enemy, to the maximum extent possible in whatever conditions we face (while preserving our organizations).
- If we are to ever emancipate ourselves, we must possess even more relentless determination and strength than our enemy does. We need to outwit them. Be brave, strong, relentless, and smart.
- Practice makes perfect, and builds confidence. We should take every opportunity (even small, insignificant ones) to speak our mind, to stand up for our rights, to assert our class interests. Conflict becomes less frightening and we become more skilled at it.
- Similarly, practice collectivity. Even if something might be easier to accomplish alone, find someone else to work with. The point is not just completing tasks (though that is important), but how we strengthen ourselves collectively through the process.
- Always put the needs and interests of the collective first.
- Build up our particular skills to serve the struggle. Developing our individual capacity in public speaking, constructing theory, debate, speaking more languages, fundraising, publicity, hosting events, and so on, is useful for the collective.
- Anticipate future conditions. Don't be careless today just because it might not have immediate consequences, when similar behavior might lead to your defeat tomorrow.

STAY WOKE, STAY RELENTLESS, NEVER FORGET YOU ARE THE ONES WE'VE BEEN WAITING FOR!

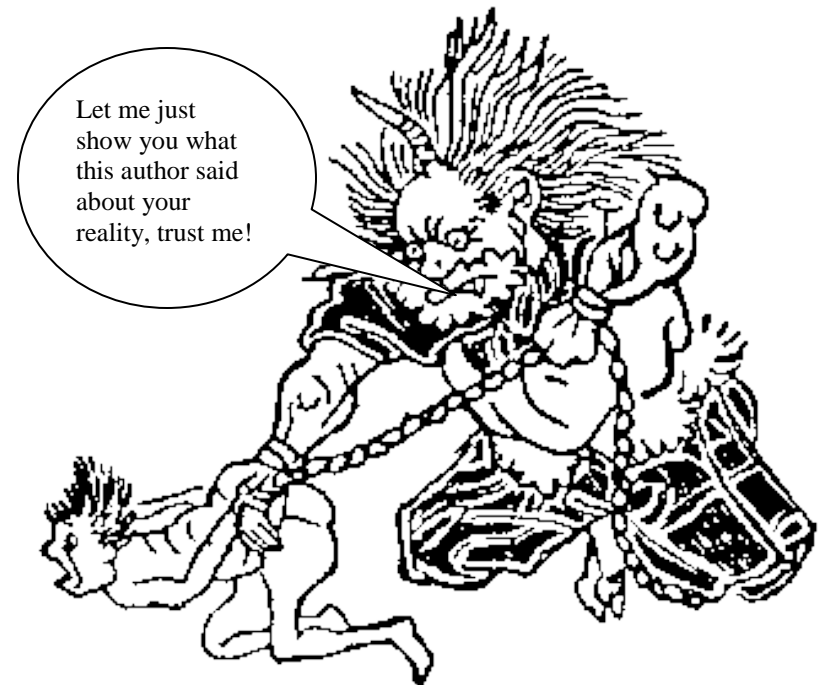


PURPOSE OF THIS ZINE:

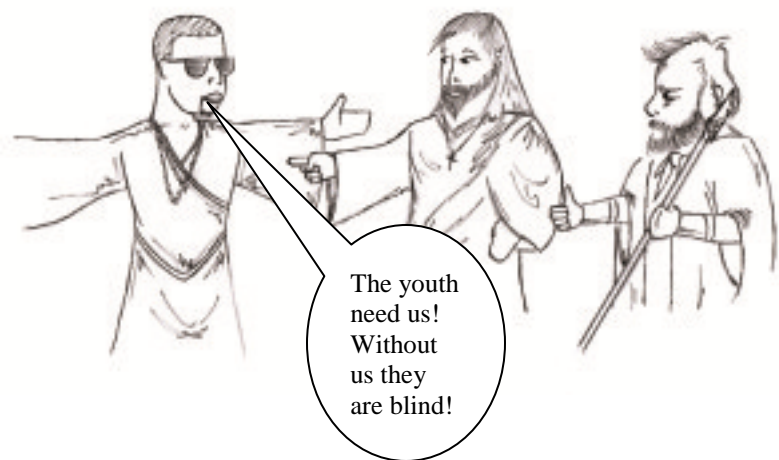
This zine is created by an adult with some warnings to youth, who are engaged in organizing efforts. This zine is a warning, of what adults, including myself might attempt to do when encountering the power of your organizing efforts. This by no means is an exhaustive list of things you will encounter, this is merely some insights, by a well meaning adult (who is in no way an expert). Don't take all of this as fact, but mainly a concern. I hope this is useful in your work as organizers and that you continue to grow way beyond the failures of other organizations in the past who have dismissed, disrupted, attempted to destroy, or discredit you.



Academics/ Intellectuals: these people are very similar to the saviors except they know all the right words and want to simply profit from your work. They might want to make you into their research focus, they might want to take your work and turn it into something they understand with their intellectual jargon or language. These self-congratulatory mother fuckers seem to think they know everything about youth. They read hella books and want to tell you what they learned about your community, so therefore they know more than you about YOU! Be warned that people within institutions have a huge DISCONNECTION to the communities that they want to work in. Remember you are not an OBJECT you are a person who can fucking understand your own reality without the help of academics!



Missionary/Saviors: These adults/organizers have a vision of youth that is hopeless. They think young people are in constant states of “Mis-education”, “at-risk”, “Struggling”, or generally ignorant. They perceive their mission is to “save” youth or “teach them” they think they hold all the power to save the youth from their own “misfortune”. They are very similar to missionaries who go to other countries, they are patronizing to youth, and attempt to find ways to get noticed for supporting youth. They don’t work with youth because they want to support the work, they do it for some internal gratification that they get from it. They also want to tokenize youth as well. Often times these organizers/adults create a self-fulfilling prophecy, they seek out youth who they perceive as “in need or support” and they then come in and attempt to disrupt the work youth are doing, justifying it under the guise that they “care” then they are able to negotiate influence into an organization ran by youth, and they then try and take credit for it whether directly or indirectly proving their ideals that they were “needed” by the organization. These mother fuckers are some of the best people at weaseling their way into organizations and they tend to be able to get youth to support them, because hell it feels good to have someone give a fuck about you. You have to remember that you are not some poor soul in need of saving, youth will save themselves and have always done it!



TYPES OF ADULTS/ ORGANIZERS YOU MIGHT ENCOUNTER:

Dismissives: These adults/organizers genuinely don’t believe youth have anything to contribute to the movement or the cause. They generally do not support or like the work of young people because they are not generally open to learning anything new.

They dislike that young people are doing work in the community and try to destroy it. These people usually are stuck in their old ways of thinking and set ideology. They want to challenge anyone who is disrupting their cozy understanding of the world and the work they do, even if that means discrediting youth. They make up the shittiest of the shittiest of people. Like people who call cops on youth for being too loud or disruptive outside their home, these people will not hesitate to use the power they have as adults to get the system, the state, or other powers that be to disrupt the work of youth.



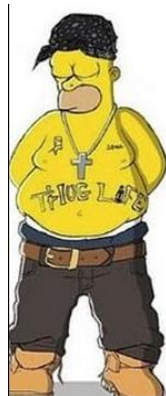
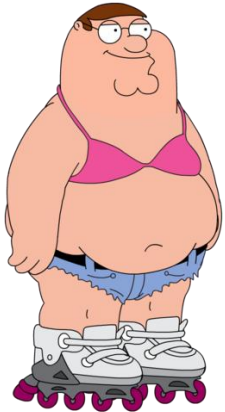
Tokenizers: Tokenism happens whenever adults put youth in formal and informal positions of power without any substance, purpose, or power in order to say they have youth on board with what they are doing. Appointing youth this way is a symbolic gesture towards Youth Voice that is meant to demonstrate youth engagement and appease youth and adult advocates. Examples of this is when organizations say they have “youth members” and speak for them without letting them speak, police departments and school districts do this a lot with youth representatives that they coerce or manipulate to push their agenda. Another simple example is when a young person is invited to be a part of a ceremony, to do something symbolic like cutting the ribbon opening for a community center for youth, but not allowing the youth to speak. However, tokenism actually reinforces adultism by demonstrating adult power and highlighting young peoples' inability to do work of substance. Tokenism happens through policy and practice every day. Youth tokenism is deep in our society that many organizations never know they're tokenizing youth, and many times youth don't know when they're being tokenized. Because of adultcentrism in our society, young people can often internalize tokenism and not be able to see when it is existent, thus it's important for youth to call it out and explain it or even cut off tokenizers and tokenizer experiences in the future.



Energy/power thieves: These adults/organizers usually have some sort of social/emotional issues that are unresolved they go to the events, actions, meetings of youth organizers in hopes of getting revitalized and re-energized. Many times they come to feel important and are self-congratulatory for their efforts. They seem to be unaware of their energy/power thievery as well. Many times they will use the spaces for their own self-therapy and end up derailing the work because they have an unresolved issue. These organizers/adults often times try to take up more space at meetings rather than give youth space or time, they want to feel a part of the organizing not because they are genuinely interested but because they get something out of it in the form of energy to do their own organizing work or feel powerful in their own way.



Fetishizers: The word fetish has multiple meanings, a strong and unusual need or desire for something. A need or desire for an object, body part, or activity for sexual excitement, an object that is believed to have magical powers. Just as the definition has multiple meanings these adults/organizers come in multiple types. First they could be people who seem to LOVE everything about youth culture, like music, clothing, style, words, phrases, or other activities. This fetishization can make their relationships with youth organizers superficial and really just them wanted to seem “Cool”. In addition, fetishizers can also be people who have an unhealthy relationship to youth and potentially want to use them for their own sexual desires. Lastly these people may think that EVERYTHING youth due is amazing, new and fresh, where they constantly push youth to maintain their “youth” and just have “a good time” this is because they unconsciously or subconsciously believe youth are just joyful, playful, and unserious. These can lead to the adults seeming REALLY invested because they always want to be around and hang out, but they also might distract youth from their work and even maintain an unhealthy relationship with members and use their adult privilege to keep youth invested in the work of your organization. These adults might defend youth for not being disciplined and say things like “Well why do we have to be so serious,” “cant we all just have fun”. “youth are the future man”



DON'T LET THEM TREAT YOU LIKE A TOKEN, DON'T BE SOMEONES DOORMAT!

Following are some signs youth might be tokenized.

1. When issues affecting youth are talked about by adults without asking youth, youth are being tokenized.
2. At a meeting it is tokenism when adults consistently ask youth to speak about being a youth.
3. An organization that will do programs *to* youth and won't host programs done *by* youth is tokenizing youth.
4. At a youth organization celebration dinner it is tokenism when there are only 10 youth and 1,000 adults.
5. In a community organization it is tokenism when youth are only interacted with on youth issues.
6. In a government agency it is tokenism when youth are told they have a voice and given the way they're expected to express it.
7. In a board of directors it is tokenism when youth are put in historically adult positions without the authority and ability adults have.
8. Adults constantly telling young people about their experiences when they were young people is tokenism.
9. When a youth's busiest times of year are holidays, summer vacation,

and youth service days, it is tokenism.

10. At a conference it is tokenism when adults don't tell youth directly the purpose of their involvement.
11. Throughout a community it is tokenism when adults control who hears, sees, or communicates with youth.
12. It is tokenism when before youth walk into a meeting, everyone knows there are youth attending without knowing their names, where they're from, or what school they attend.
13. During a meeting it is tokenism when one youth is expected to represent all youth.
14. In an organization, if youth or adults perceive that youth are tokenized and thereby they undermine their abilities, it is tokenism.
15. When youth are treated as if or told it is a favor and not a right for them to participate in decision-making, it is tokenism.
16. In a panel, it is tokenism when youth are given little or no opportunity to formulate their own opinions before speaking.
17. At a forum, it is tokenism when adults give youth time to speak and then ignore what they say.
18. If one youth speaker speaks at a conference of adult speakers and attendees, it is tokenism.
19. When 100 youth attend a rally with 10,000 adults it is tokenism when they are pointed out for their attendance, it is tokenism.



Manipulators/Co-Opters: These people want to involve youth in their activities that are adult centered, they want to use your contributions and use them for their own organizing efforts. They want to have you involved with them, but they also have other plans. They want to utilize your youth to maintain their own power and keep youth in a powerless position. We see this with people in established organizations like labor unions, political candidacy campaigns, or even teachers unions. When someone comes along who works for another organization DO RESEARCH, find out where they work, what they do, and how they plan on achieving their goals. If it doesn't align with your collective or organizations points of unity or goals, do not allow them to come into your organizations internal work, they might try to shift it and push their own agenda.

