



MAKING A
MANIFESTO

A TOOLKIT FOR PEER-BASED ORGANIZATIONS

THE MANITOBA HARM REDUCTION NETWORK BELIEVES IN SUPPORTING THE WORK OF PEER-BASED ORGANIZATIONS.

PEER-BASED ORGANIZATIONS ARE GROUPS OF PEOPLE WHO ARE IMPACTED BY HIV, SUBSTANCE USE, POVERTY, AND OTHER SOCIAL DETERMINANTS OF HEALTH WHO WORK TOGETHER TO CREATE POSITIVE CHANGE IN THEIR COMMUNITIES.

WE PARTNER WITH PEER-BASED ORGANIZATIONS BY SUPPORTING THEM IN BUILDING ON THEIR CAPACITY TO SHARE KNOWLEDGE ABOUT HEALTH AND WELLNESS IN THEIR COMMUNITIES.



Peers identified that they wanted to develop documentation about their work, values, and how service organizations can meaningfully engage them.

The Manitoba Harm Reduction Network and several peer-based organizations set to work creating visioning Manifestos, and researching how that process impacted their organizations.

THE LITERATURE

To begin this project, we needed some evidence that it was the good idea we thought it was! Existing literature found that peer-based organizations do valuable work in the prevention of HIV, and that vision and communicating vision are essential to organizations. Research supported the idea that visioning documents are important, but information was lacking about the use of these documents specifically by peer-based organizations. This presented a clear opportunity to complete this project and document what impacts the visioning documents had on peer-based organizations.

In addition, previous work done on Nothing About Us, Without Us* suggested that peer developed Manifestos could inspire and guide the meaningful involvement of peers and peer-based organizations. So we set to work!

HOW DID WE DO IT?

This project used research framework that engaged people in the action of creating Manifestos through the research process. The research was guided by the principles of participation, empowerment, and strength-based approaches. These methodologies ensured thoughtful and meaningful engagement of peer-based organizations by centering their voices in the work.

KEY FINDINGS

All peer-based organizations that participated in the project were positively affected by making Manifestos. Some peers expressed that they were reminded of the importance of their work through the creation of their Manifesto. Peers also felt that the process helped in identifying and sharing group goals and values. Results from this project suggest that other peer-based organizations may find it useful to complete the exercise of making Manifestos.

*The Canadian HIV/AIDS Legal Network, 2005, www.aidslaw.ca

PART ONE

INTRODUCING MANIFESTOS TO YOUR GROUP

If you or your peer-based organization wants to create a Manifesto, you can! It's a really easy way to add structure and iron out group values and priorities. Below is an outline of how you could do this yourself! Use any activities that make sense to you, and alter them as needed!

ACTIVITY

CRITICAL ANALYSIS OF EXISTING MANIFESTOS

SUPPLIES: PRINTED MANIFESTO EXAMPLES

PRINT SOME COPIES OF MANIFESTOS FROM THE INTERNET AND PASS THEM AROUND YOUR GROUP.

DISCUSS: WHAT DO YOU LIKE, OR DISLIKE ABOUT EACH ONE? WHAT KIND OF HEADINGS OR ORGANIZATIONAL STRUCTURE DO THEY USE?

WHAT ARE THE MAIN GOALS AND OBJECTIVES OF EACH GROUP?

DISCUSSION

What headings would you like to try using in your group?

Discuss what a Manifesto is, within your group. A Manifesto is a written statement that defines the goals and objectives of a group (Merriam-Webster). Historically Manifestos have been used to amplify the voices of marginalized people and groups, in an accessible and readable way.

ACTIVITY

MAKE YOUR OWN MANIFESTO

SUPPLIES: PREPARED PAPERS, PENS
WRITE THE FOLLOWING STATEMENTS 3 TIMES ON A PIECE OF PAPER AND HAND THEM OUT TO YOUR GROUP:

I BELIEVE...
I BELIEVE...
I BELIEVE...

I WANT...
I WANT...
I WANT...

I KNOW...
I KNOW...
I KNOW...

INVITE GROUP MEMBERS TO FINISH EACH SENTENCE ABOUT THEMSELVES PERSONALLY.

INVITE MEMBERS TO SHARE, MANY PERSONAL MANIFESTOS ARE MOVING AND POWERFUL, DEBRIEF AS REQUIRED.

EXPLAIN THAT THIS IS A PERSONAL EXAMPLE OF WHAT YOU WILL BE DOING AS A GROUP, ONLY INSTEAD OF PERSONAL BELIEFS AND GOALS YOU WILL BE SHARING THE BELIEFS AND GOALS OF YOUR GROUP.

PART TWO

CREATING A MANIFESTO

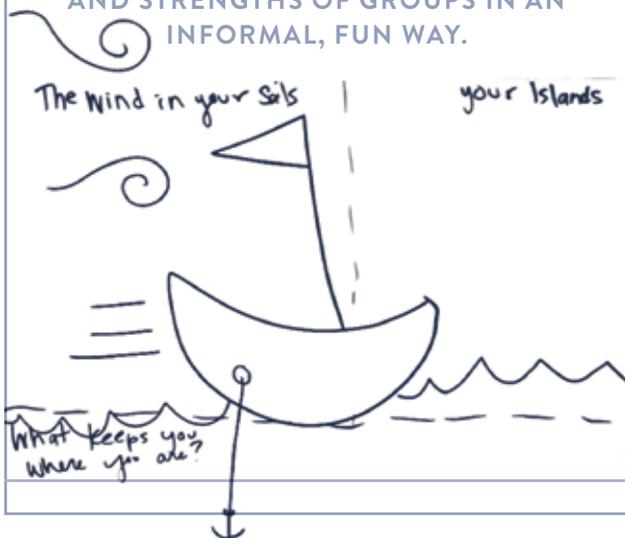
ACTIVITY

THE BOAT

SUPPLIES: FLIPCHART PAPER, MARKERS
THIS IS A BASIC VISIONING EXERCISE. DRAW A SIMPLE BOAT ON A LARGE PIECE OF PAPER, POST IT ON THE WALL.

PARTICIPANTS ARE ASKED TO FIRST FILL IN THE UPPER RIGHT SECTION WITH THEIR GOALS - THE PLACES THEIR BOAT IS MOVING TOWARDS, **SECONDLY TO FILL IN THE BOTTOM SECTION WITH CHALLENGES - NEEDS OR ANCHORS UNDER THE BOAT,** AND LASTLY TO FILL THE UPPER LEFT SECTION WITH THE STRENGTHS THEY HAVE MOVING THEM FORWARD - THE WIND IN THEIR SAILS.

THIS ACTIVITY IS HELPFUL IN IDENTIFYING THE GOALS, NEEDS AND STRENGTHS OF GROUPS IN AN INFORMAL, FUN WAY.



“BECAUSE OF THE STIGMA BEHIND DRUG USERS, MAYBE SOMEONE WHO READS IT CAN MAYBE NOT JUDGE SO MUCH, OR REALIZE THAT THERE’S MORE TO PEOPLE WHO USE DRUGS, ITS MORE THAN PEOPLE GETTING HIGH.”

— PEER PARTICIPANT —

ACTIVITY

REVIEW GROUP DOCUMENTS

SUPPLIES: ANY EXISTING GROUP REFERENCE DOCUMENTS, FLIP CHART PAPER, POST-ITS PADS

REVIEW THE HEADING IDEAS YOUR GROUP HAD IN PART 1, AND WRITE THEM ON A FLIP CHART.

REVIEW YOUR GROUPS DOCUMENTS AND HIGHLIGHT: PROJECTS, VALUES OR GOALS THAT FIT INTO YOUR MANIFESTO HEADINGS AND LARGER GROUP VISION. WRITE THEM ON STICKY NOTES AND PUT IN THE RELEVANT HEADING AREA.

TAKE NOTE OF ALL THE GOALS AND VALUES YOUR GROUP ALREADY HAS AND NOTICE HOW THIS FORMAT CAN HELP WITH CLARIFYING THOSE GOALS AND VALUES.

ACTIVITY

BRAINSTORM

SUPPLIES: FLIP CHART PAPER, POST-IT PADS, STICKERS / STICKER DOTS

WRITE THE HEADING IDEAS YOU GENERATED IN PART ONE ON LARGE PIECES OF PAPER. ITS OK TO HAVE A LOT OF HEADING IDEAS AS THEY CAN BE ORGANIZED LATER. GIVE EVERYONE A SMALL STACK OF POST-ITS, AND ASK THEM TO WRITE EXAMPLES THAT FALL UNDER EACH HEADING.

ONCE EVERYONE HAS PLACED THEIR STICKY NOTES READ ALL OF THEM OUT LOUD. DISCUSS WITH GROUP WHICH HEADINGS HAVE SIMILAR THINGS AND CAN BE COMBINED OR SHORTENED. MOVE STICKY NOTES AROUND AND ORGANIZE INTO 3-5 HEADINGS.

DISTRIBUTE SEVERAL STICKERS OR STICKER DOTS TO EACH GROUP MEMBER. INVITE MEMBERS TO PLACE THEIR STICKERS ON THE STATEMENTS THAT RESONATE THE MOST WITH THEM. IN YOUR FINAL MANIFESTO THOSE STATEMENTS CAN BE HIGHLIGHTED.

REVIEW AND ORGANIZE

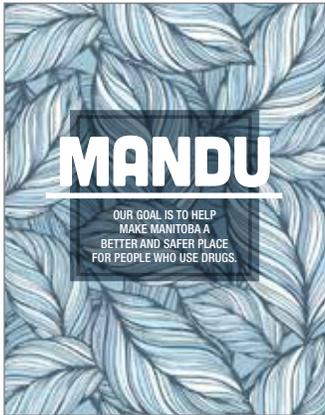
One or two people will have to type up the information from the flip charts into a draft Manifesto. You may have to summarize several similar statements into one statement to avoid repetition but restrain yourself from heavy editing that would impact the voice of the group. Slang is ok! Once you have a draft, present it back to the group for final edits and revisions before making it beautiful! **Making it beautiful is an important step**, as well as being able to share it digitally in your social networks. An easy way to do this would be to have group members draw and illustrate the Manifesto and then using a scanner to make it web friendly. You could also look into hiring a graphic designer if funds are available.

ENJOY

You have a brand new Manifesto! Use it to promote your group, help identify areas for collaboration with agencies and other peer-based organizations, and appreciate all the amazing work that you do!



MANIFESTO SAMPLES



MANDU

OUR GOAL IS TO HELP MAKE MANITOBA A BETTER AND SAFER PLACE FOR PEOPLE WHO USE DRUGS.

MANDU IS AN ORGANIZATION OF PEOPLE WITH EXPERIENCE IN SUBSTANCE USE WHO SHARE OUR KNOWLEDGE WITH OTHER USERS, DRUG USER GROUPS, SERVICE PROVIDERS AND PEER-BASED ORGANIZATIONS. WE WORK TOGETHER TO HELP IMPROVE THE LIVES OF PEOPLE WHO HAVE BEEN DIRECTLY OR INDIRECTLY AFFECTED BY DRUGS THROUGH PEER-BASED SUPPORT.

WHAT WE BELIEVE...

We believe in the human rights of people who use drugs

We believe in the principles of harm reduction with people who use drugs

We believe we have an important role to play in advocating for our health and our wellbeing and the health and wellbeing of our community

We believe our voices should be heard and our knowledge respected

We believe in using words that empower and don't perpetuate to describe people who use drugs

We believe we are unique and valuable individuals with gifts and talents to share

WHAT WE DO...

We advocate for the rights of all people who use drugs

We share our knowledge about using safe harm-reduction and safer drug use practices

We teach people who use other services, sometimes in a lot of services and hard for people to navigate on their own

We help people who use drugs so they can prevent harm to themselves and others

We go out of our way to help people and we are there to help no matter where people are at

We stand in solidarity with other organizations of people who use drugs, social groups who use drugs, and drug users around the world



OUR TWO-SPIRIT TEACHINGS:

SPIRITUALITY: Two-Spirit people are conduits between the physical world and the spiritual world, and open doors to healing of harm, respect and safety.

RESILIENCE: Two-Spirit people use and acknowledge the impact of harmful colonial constructs and work to challenge them within the Two-Spirit community and beyond.

TRANSFORMING: Two-Spirit people promote non-discrimination and acceptance by dismantling colonial concepts of gender and sexuality.

EQUALITY: Two-Spirit people challenge gender-based privilege and on-based privilege within the Two-Spirit collective.

STRENGTH: Two-Spirit people are assets to their families and communities because of their gifts and abilities.

FERTILITY: Two-Spirit people are sex-positive and believe sex is an expression of spirituality, relationship and bonding.

ADVOCACY: Two-Spirit people stand in solidarity with people facing oppression and advocate for the civil and human rights of ourselves and others.

YOU CAN SUPPORT US BY:

Creating safer spaces, free of shame, violence, stereotypes, hatred, homophobia and transphobia and welcoming us into events, traditional spaces and ceremonies

Being open to learning about Two-Spirit experiences

Respecting and honoring traditional Two-Spirit roles

Challenging systems and institutions to address the unique needs of Two-Spirit people

Advocating for us inclusion, our civil and human rights, and our Indigenous rights

Providing and increasing opportunities for us to share our gifts

WWW.TWOSPIRITMANITOBA.CA

TWO-SPIRIT PEOPLE OF MANITOBA IS AN ORGANIZATION THAT SEEKS TO IMPROVE QUALITY OF LIFE OF TWO-SPIRIT (ABORIGINAL GAY, LESBIAN, BISEXUAL, AND TRANSGENDER) PEOPLE.

HARM REDUCTION

WE PROMOTE HARM-REDUCTION PRACTICES THAT CAN REDUCE HARM AND IMPROVE HEALTH AND WELLBEING IN OUR COMMUNITY

LAND

WE HONOUR OUR HISTORICAL FIRST NATIONS, METIS AND INUIT SOVEREIGNTY WITH OUR LEGS AND THE TRADITIONAL LANDS AND TERRITORIES OF OUR ANCESTORS

WE ADVOCATE FOR THE PRESERVATION OF THE LAND, USE OF SUSTAINABLE DEVELOPMENT PRACTICES, AND RESTORATION AND RECLAMATION OF LAND BASED RESOURCES



Women with LIVED EXPERIENCE CAN EDUCATE OURSELVES EACH OTHER AND OUR COMMUNITIES



WE ARE THE ANTI-VIOLENCE ADVISORY TEAM

WE ARE A GROUP OF WOMEN WITH LIVED EXPERIENCE WHO SHARE OUR KNOWLEDGE AND EXPERTISE WITH OTHER WOMEN THROUGH EDUCATION, WORKSHOPS, SUPPORT AND MENTORSHIP

WE ARE A PEER-RUN GROUP! TO US THIS MEANS:

- ISSUES ARE ADDRESSED BASED ON THE NEEDS WE IDENTIFY
- WE APPROACH PEOPLE WITHOUT JUDGEMENT & ACCEPT THEM WHERE THEY ARE AT
- WE MAKE DECISIONS BASED ON A MAJORITY VOTE
- WE DON'T DISCRIMINATE AGAINST ANYONE FOR WHO THEY ARE OR THEIR LIFE SITUATION
- WE ARE CONSTANTLY LOOKING FOR WAYS TO EXPAND OUR KNOWLEDGE
- WE HAVE OPPORTUNITIES FOR SKILL AND PROFESSIONAL BUILDING

THE LIVED EXPERIENCE OF TEAM MEMBERS

THE DIVERSITY OF TEAM MEMBERS AND RECOGNIZE THAT THEIR DIFFERENT BACKGROUNDS BRING STRENGTH TO THE TEAM

DEDICATION, COMMITMENT AND ACCOUNTABILITY

FLEXIBILITY, SO THAT WE CAN BE INVOLVED EVEN WHEN OUR LIVES ARE CHAOTIC

A SPACE THAT IS RESPECTFUL, CONFIDENTIAL AND PROFESSIONAL

SHARING OUR CULTURE

OUR OWN CHOICES, AND RESPECT THE CHOICES OF OTHERS

TEAM WORK, AND OUR ABILITY TO WORK WITH OTHERS TO CREATE CHANGE

OUR STRENGTH, OUR VOICE AND OUR STORIES

THE HEALTH AND WELLBEING OF OURSELVES, OUR SISTERS AND OUR COMMUNITIES

We VALUE:

55 AVAT

THE PEER WORKING GROUP IS THE EXPERIENTIAL ADVISORY BODY OF THE 595 PREVENTION TEAM. WE ARE WORKING FORMALLY OR INFORMALLY IN OUR COMMUNITIES TO REDUCE HARMS ASSOCIATED WITH SUBSTANCE USE. WE WORK TO PROVIDE OPPORTUNITIES FOR CAPACITY BUILDING, SOCIAL SUPPORT, EDUCATION AND ACTIVISM TO SUPPORT HEALTHY COMMUNITIES.

WE VALUE

OUR EXPERIENCE, STORIES, UNDERSTANDING & WISDOM
EACH PERSONS INPUT, SKILLS, AND VOICE
OUR ORIGINS, OUR ANCESTORS AND OUR CULTURES
OUR HEALTH, OUR BODIES AND OUR SPIRITS

WE WILL

SHARE OUR RESOURCES AND KNOWLEDGE WITH OTHERS
CONTINUE TO ADVOCATE FOR CHANGE
SHARE INFORMATION IN OUR COMMUNITIES
MAKE SAFER CHOICES WHEN WE CAN
ACCEPT NEW IDEAS, AND NEW PEOPLE
TRAIN MORE PEER ADVOCATES
VOICE OUR WANTS AND NEEDS
BUILD RELATIONSHIPS
ADVOCATE FOR OUR COMMUNITIES
BREAK DOWN MYTHS AND SHARE OUR TRUTHS
FIGHT FOR THE RIGHTS OF OUR COMMUNITY MEMBERS

WE KNOW

OUR LIFE EXPERIENCE IS OUR EXPERTISE
POSITIVE CHANGE IS POSSIBLE
WE CARRY THE KNOWLEDGE THAT CAN HELP OUR COMMUNITIES
HARM REDUCTION SAVES LIVES
OUR WORK IS IMPORTANT AND CREATES CHANGE
THE FACTS, AND WE CAN SHARE THEM
WE CAN CONTRIBUTE TO THE HEALTH OF OUR COMMUNITIES
WE CAN SURVIVE AND GROW
PEERS ARE KNOWLEDGEABLE, AND WE KEEP LEARNING
PEOPLE CONSTANTLY MAKE THE BEST AND SMARTEST CHOICES THAT THEY CAN
WE ALL NEED TO WORK TO KEEP OURSELVES AND EACH OTHER SAFER
WE KNOW A LOT, BECAUSE WE HAVE ALL BEEN THERE
WE ARE MAKING A DIFFERENCE

WE NEED

OPPORTUNITIES TO USE OUR EXPERTISE TO SUPPORT OUR COMMUNITY
EMPLOYMENT THAT MEETS US WHERE WE ARE AT
RESPECT FROM OTHER PROFESSIONALS
SERVICE PROVIDERS TO LISTEN TO US AND LEARN FROM WHAT WE ARE SAYING
TO BE ENGAGED AT ALL LEVELS OF PROGRAMS AND SERVICES

WE ARE WORKING TOWARDS

HEALTHY COMMUNITIES
FINDING OUR VOICE AND TELLING OUR STORIES
LONG TERM PLANNING
IMPROVING OUR OWN LIVES AND HEALTH
EMPOWERMENT OF PEERS AND COMMUNITIES
INCREASING SAFETY FOR THOSE ON THE STREETS
UNDERSTANDING HEALTH, AND UNDERSTANDING WHAT CAN GO WRONG
EDUCATING THE PUBLIC ON THE REALITY OF LIFE ON THE STREETS
COMMUNITY EDUCATION, BY SPREADING THE WORD ON SAFER SEX AND SAFER DRUG USE
SHARING OUR KNOWLEDGE WITH ORGANIZATIONS AND SERVICES
STRONG COMMUNITIES
REDUCING THE TRANSMISSION OF SEXUALLY TRANSMITTED INFECTIONS, HIV AND HEPATITIS C



Women carry all of the teachings they need within them & gently remind them of what they already know

WOMENS ADVISORY COUNCIL OF MANITO IKWE KAGIIKWE

THE WOMENS ADVISORY COUNCIL IS THE ADVISORY BODY, GUIDING COMPASS, AND KNOWLEDGE KEEPING ORGANIZATION OF THE MOTHERING PROJECT AT MOUNT CARMEL CLINIC. THE MOTHERING PROJECT SUPPORTS WOMEN WHO ARE PREGNANT AND DEAL WITH SUBSTANCE USE. WE ARE THE HEART AND SPIRIT OF THE PROGRAM. WE GATHER REGULARLY TO MAKE DECISIONS ABOUT THE PROGRAM, DETERMINE DIRECTION AND PRIORITIES, AND SHARE OUR INSIGHTS TO HELP THE PROGRAM SERVE WOMEN AND THE COMMUNITY.

THE WOMENS ADVISORY COUNCIL HONOURS THE TRADITIONAL NAME GIVEN TO THE MOTHERING PROJECT. MANITO IKWE KAGIIKWE, BY CARRYING THE TEACHINGS OF THIS NAME FORWARD IN OUR WORK.

KISKAINAMOWIN NIBWAAKAAWIN - WISDOM

We know that knowledge that is based on lived experience by people who are willing to learn from the choices they have made. Wisdom means committing to learning continuously, and carrying traditional knowledge into the future.

TAPAHTYIMISIWIN DABAADENDIZIWIN - HUMILITY

We know that humility means being yourself without thinking you are better or worse than anyone else, being able to own our mistakes and be accountable to them, and treating each other as equals with acceptance and inclusion.

SAKETOWIN ZAAGI'DIWIN - LOVE

Love means leading with kindness, to ourselves, our children, our families and everyone around us.

OUR WORK IS LED BY OUR GOALS TO:

- BUILD COMMUNITY CONNECTION
MEET WOMEN WHERE THEY ARE AT WITHOUT JUDGMENT
KEEP FAMILIES TOGETHER
HONOR TRADITIONAL KNOWLEDGE AND EXPERIENCE
SUPPORT AND EMPOWER EACH OTHER
USE OUR EXPERIENCE TO CREATE CHANGE

SOKITAYHAINIMOWIN AAKODEWIN - COURAGE

We show courage by sharing our stories. Courage means revealing yourself without knowing what the outcome will be. It also means to stand up and fight for ourselves and others through advocacy, support and connection.

KISTAINNIMOWIN MINAADENDAMOWIN - RESPECT

We show respect by making sure that everyone's value and knowledge is recognized, that no one is treated with discrimination and judgement and acknowledging that everyone is the expert of their own lives. Security is necessary for respect to be given or received.

TAPWAYWIN DESHEWIN - TRUTH

Truth means walking as you talk, following through on things you say you will do. Truth also means honoring your personal truth by being authentic, and being open to the truths of others.

TAPWETHAMOWIN GWYAKWAADIZIWIN - HONESTY

Honesty means telling hard truths, and having difficult talks without sugar coating but with kindness. Honesty means taking responsibility, and moving towards a positive future and a better life.



WE ALREADY KNOW THIS STUFF BUT IT CAN HELP US SHOW OTHER PEOPLE WHAT WE ALREADY KNOW

— PEER PARTICIPANT —

SHOWS THAT WE AS INDIGENOUS WOMEN CAN MAKE PARTNERSHIPS AND CREATE THINGS WITH ORGANIZATIONS AND THAT THERE IS NOTHING STOPPING OTHER SERVICE ORGANIZATIONS FROM PARTNERING WITH US AND THEY SHOULD BE ABLE TO DO THAT WITH US TOO

— PEER PARTICIPANT —

IT CAN BE USED AS AN ANCHOR, A STARTING POINT TO REMEMBER WHERE WE HAVE COME FROM AND USE IT TO REMEMBER OUR VALUES

— PEER PARTICIPANT —

WE ARE ALL STRONG WOMEN WITH A CLEAR VISION OF THE FUTURE

— PEER PARTICIPANT —

INDIGENOUS WOMEN MADE THIS AND IT SHOWS WHAT INDIGENOUS WOMEN CAN DO

— PEER PARTICIPANT —

I ALWAYS TAKE IT AS NOT A BIG DEAL WHAT I DO, IT'S NOT A BIG DEAL TALKING TO THESE PEOPLE AND HELPING THEM WITH SUPPLIES, I JUST LOOK AT IT LIKE IT'S NOT A BIG DEAL AND SEEING IT ALL OUT LIKE THIS MAKES ME THINK THAT MAYBE IT IS A BIG DEAL

— PEER PARTICIPANT —

CAN EVEN HELP SOMEONE UNDERSTAND A DRUG USER WITHOUT THE STIGMA OF LOOKING AT THEM LIKE THEY ARE BAD

— PEER PARTICIPANT —

