KEY DEFINITIONS

TECHNICAL ASSISTANCE
Technical assistance is the process of sharing knowledge and skills between groups with different expertise. It involves the recognition that not everyone needs to be an expert in everything, and that the desire to do so can actually be counterproductive. Some assets to support technical assistance include open source online content, designated time and resources for consultation, and support structures geared towards small organizations that have less in-house capacity.

ORGANIZATIONAL CAPACITY
Organizational capacity is the resource pool an entity can draw on in order to follow through on a project or goal. Organizational capacity is an essential quality for turning ideas into reality and sustaining them over time. Building this capacity includes allocating enough funding, labor, internal infrastructure, and leadership resources for viable implementation.

POSITIONALITY
Positionality is a framework for individuals or groups to understand identity and experience in relationship to power structures. Positionality embodies an understanding that political decisions are always made in context; they reflect the biases, histories, and ideologies of the people who enact them. Understanding where people are coming from helps readers and listeners better discern meaning and intent. It can involve asking questions like: What systems and experiences shaped my approach to this work? What institutional privileges and barriers impact how my organization views this project? In doing so, positionality can indicate weak points and places of growth.

PROCEDURAL JUSTICE
Procedural justice involves interrogating decision-making processes through a lens of privilege and power. In the environmental justice movement, procedural justice inherently recognizes that environmental decision-making is impacted by the same systemic structures of supremacy and exploitation that lead to environmental benefits for some and burdens for others. Working towards procedural justice means questioning who is making decisions, deepening access to decision-making processes, and re-evaluating decision-making norms themselves.

DIVERSITY OF TACTICS
“Diversity of tactics” is a phrase that comes out of social movements embracing the importance of a range of approaches to social change rather than a single tactical solution. While groups might hold different beliefs about how change happens, a multitude of approaches can work strategically to uplift one another. A diversity of tactics also recognizes a diversity of skills and resources. One organization may be better equipped to use a particular approach than another.
ANALYSIS TO ACTION

The actions that emerge through engaging this material are not prescriptions; they will inevitably be in conversation with local context, resources, and political analysis. In this toolkit, the liberatory potential of environmentally just anti-displacement work grows from three foundational pillars:

1. Democratization of knowledge, ensuring that everyone has access to rigorous research, prioritizing the wisdom of marginalized and affected communities, and resourcing those on the frontlines to challenge systemic barriers on their own behalf.

2. Strong social movements, sustaining campaigns for change, recognizing the work of community elders, leaders, and organizers, and providing the resources that make space for marginalized communities to participate in movement work.

3. Policy change, where the way we allocate and make decisions about environmental and housing resources reflects our visions and theories of justice.

Democratizing knowledge, building strong social movements, and enacting policy change can take numerous forms. It can look like reimagined workplace trainings, changing grantmaking criteria, or launching a new political campaign. It could look like skilling up community organizations or building coalitions across sectors and silos. All of these types of actions are possible and valid outcomes from using this toolkit.

This section offers activities, visualizations, and considerations for how to turn knowledge and resources into action. Putting personal, organizational, and project-based strengths into context with the anti-displacement policy tools can direct efforts, maximize efficacy, and consciously ground action in the context of relationships and power.