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Feminist Activism Jennifer Baumgardner

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Not content to accept the news as reported,
grassroots journalists are publishing in real time to a
worldwide audience via the Internet. The impact of

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their work is just beginning to be felt by professional journalists and the newsmakers they cover. Dan Gillmor tells the story of this phenomenon.

Grassroots Philanthropy

In a society more concerned with how to cope with existential dread than how to make actionable changes to save the planet, a surprisingly large number of Americans identify as environmentalists. What can individual people do to lessen human impacts on the planet? This is not an easy question. Most research is focused on large-scale changes that go beyond anything an individual can accomplish, and people are left feeling defeated rather than inspired to make changes in their everyday lives. Change starts at home, and F Stuart Chapin, III has assembled a book for people who want to learn more about global changes and, more importantly, what they can do about them, starting today. *Grassroots Stewardship* approaches our current situation with an educated sense of hope and positivity. This book emphasizes actions by individuals, rather than governmental or corporate institutions, to trigger transformational change. Readers will learn what they can do to most significantly transform their communities and the planet with more sustainable pathways.

Grassroots Stewardship

A Field Guide to Conservation Finance

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A freelance journalist and former blogger for ThinkProgress explains the dynamics of what he sees as the conservative propagand machine, reveals where the money comes from and how it is spent and looks at how the right wing plans to crush Obama and progressive reform, taking ordinary Americans hostage along the way.

Grassroots Leadership and the Arts for Social Change

"Why Iowa? After all, in the lead-up to the 2008 presidential primary, both Iowa and New Hampshire have come under significant fire - as usual. Critics such as Sen. Carl Levin [D-Mich] have charged that these early contests dominate the nomination process, yet are badly out of step with the ideology and demographics of the party and the country writ large. However, while New Hampshire has suffered a serious setback, Iowa has once again emerged as the first presidential primary contest, in part by arguing that its Precinct Caucus is a time-honored tradition that helped winnow the field with good old retail politicking and grassroots activism."

Patagonia Tools for Grassroots Activists

Grassroots Rising

Finally, a comprehensive book on land conservation financing for community and regional conservation leaders. A Field Guide to Conservation Finance

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provides essential advice on how to tackle the universal obstacle to protecting private land in America: lack of money. Story Clark dispels the myths that conservationists can access only private funds controlled by individuals or that only large conservation organizations have clout with big capital markets. She shows how small land conservation organizations can achieve conservation goals using both traditional and cutting-edge financial strategies. Clark outlines essential tools for raising money, borrowing money, and reducing the cost of transactions. She covers a range of subjects including transfer fees, voluntary surcharges, seller financing, revolving funds, and Project Related Investment programs (PRIs). A clear, well-written overview of the basics of conservation finance with useful insights and real stories combine to create a book that is an invaluable and accessible guide for land trusts seeking to protect more land.

Organizing Church

Draws on polling data from a variety of sources to analyze public opinion on environmental issues, discussing how key elements of public opinion indicate the depth of commitment to environmentalism.

Oer

This latest work by legendary social activist, musician, and author Kahn outlines many of the practical tactics organizers use, but also emphasizes community

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organizing as a way of thinking and a way of life.

Low Impact Living

Lessons from the groundbreaking grassroots campaign that helped launch a new political revolution *Rules for Revolutionaries* is a bold challenge to the political establishment and the “rules” that govern campaign strategy. It tells the story of a breakthrough experiment conducted on the fringes of the Bernie Sanders presidential campaign: A technology-driven team empowered volunteers to build and manage the infrastructure to make seventy-five million calls, launch eight million text messages, and hold more than one-hundred thousand public meetings—in an effort to put Bernie Sanders’s insurgent campaign over the top. Bond and Exley, digital iconoclasts who have been reshaping the way politics is practiced in America for two decades, have identified twenty-two rules of “Big Organizing” that can be used to drive social change movements of any kind. And they tell the inside story of one of the most amazing grassroots political campaigns ever run. Fast-paced, provocative, and profound, *Rules for Revolutionaries* stands as a liberating challenge to the low expectations and small thinking that dominates too many advocacy, non-profit, and campaigning organizations—and points the way forward to a future where political revolution is truly possible.

Manifesta

How earnest hippies, frightened parents, suffering

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patients, and other ordinary Americans went to war over marijuana. In the last five years, eight states have legalized recreational marijuana. To many, continued progress seems certain. But pot was on a similar trajectory forty years ago, only to encounter a fierce backlash. In *Grass Roots*, historian Emily Dufton tells the remarkable story of marijuana's crooked path from acceptance to demonization and back again, and of the thousands of grassroots activists who made changing marijuana laws their life's work. During the 1970s, pro-pot campaigners with roots in the counterculture secured the drug's decriminalization in a dozen states. Soon, though, concerned parents began to mobilize; finding a champion in Nancy Reagan, they transformed pot into a national scourge and helped to pave the way for an aggressive war on drugs. Chastened marijuana advocates retooled their message, promoting pot as a medical necessity and eventually declaring legalization a matter of racial justice. For the moment, these activists are succeeding--but marijuana's history suggests how swiftly another counterrevolution could unfold.

Creative Community Organizing

In this book, Nobel Prize-winning economist Edmund Phelps draws on a lifetime of thinking to make a sweeping new argument about what makes nations prosper--and why the sources of that prosperity are under threat today. Why did prosperity explode in some nations between the 1820s and 1960s, creating not just unprecedented material wealth but "flourishing"--meaningful work, self-expression, and

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personal growth for more people than ever before? Phelps makes the case that the wellspring of this flourishing was modern values such as the desire to create, explore, and meet challenges. These values fueled the grassroots dynamism that was necessary for widespread, indigenous innovation. Most innovation wasn't driven by a few isolated visionaries like Henry Ford and Steve Jobs; rather, it was driven by millions of people empowered to think of, develop, and market innumerable new products and processes, and improvements to existing ones. Mass flourishing--a combination of material well-being and the "good life" in a broader sense--was created by this mass innovation. Yet indigenous innovation and flourishing weakened decades ago. In America, evidence indicates that innovation and job satisfaction have decreased since the late 1960s, while postwar Europe has never recaptured its former dynamism. The reason, Phelps argues, is that the modern values underlying the modern economy are under threat by a resurgence of traditional, corporatist values that put the community and state over the individual. The ultimate fate of modern values is now the most pressing question for the West: will Western nations recommit themselves to modernity, grassroots dynamism, indigenous innovation, and widespread personal fulfillment, or will we go on with a narrowed innovation that limits flourishing to a few? A book of immense practical and intellectual importance, *Mass Flourishing* is essential reading for anyone who cares about the sources of prosperity and the future of the West.

We the Media

In the revised second edition of the bestselling guide to grantseeking, author and activist Andy Robinson walks you through the challenges of incorporating grants into a complete fundraising program, using grant proposals as organizing plans, designing fundable projects, building proposals piece by piece, and fostering effective communication with funders who support the activist community. This updated edition keeps pace with the changing times and contains all new budgets and model proposals, interviews with funders from the grassroots community and timely information about grantseeking on the Internet.

Earth Repair

In an America where the rich and fortunate have free rein to do as they please, can the ideal of liberty and justice for all be anything but an empty slogan? Many Americans are doubtful, and have withdrawn into apathy and cynicism. But thousands of others are not ready to give up on democracy just yet. Working outside the notice of the national media, ordinary citizens across the nation are meeting in living rooms, church basements, synagogues, and schools to identify shared concerns, select and cultivate leaders, and take action. Their goal is to hold big government and big business accountable. In this important new book, Jeffrey Stout bears witness to the successes and failures of progressive grassroots organizing, and the daunting forces now arrayed against it. Stout tells

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vivid stories of people fighting entrenched economic and political interests around the country. From parents and teachers striving to overcome gang violence in South Central Los Angeles, to a Latino priest north of the Rio Grande who brings his parish into a citizens' organization, to the New Orleans residents who get out the vote by taking a jazz band through streets devastated by Hurricane Katrina, Stout describes how these ordinary people conceive of citizenship, how they acquire and exercise power, and how religious ideas and institutions contribute to their successes. The most important book on organizing and grassroots democracy in a generation, *Blessed Are the Organized* is a passionate and hopeful account of how our endangered democratic principles can be put into action.

Grass Roots

The bible of grassroots fundraising, updated with the latest tools and methods *Fundraising for Social Change* is the preeminent guide to securing funding, with a specific focus on progressive nonprofit organizations with budgets under \$5 million. Used by nonprofits nationally and internationally, this book provides a soup-to-nuts prescription for building, maintaining, and expanding an individual donor program. Author Kim Klein is a recognized authority on all aspects of fundraising, and this book distills her decades of expertise into fundraising strategies that work. This updated seventh edition includes new information on the impact of generational change, using social media effectively, multi-channel

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fundraising, and more, including expanded discussion on retaining donors and on legacy giving. Widely considered the 'bible of grassroots fundraising,' this practically-grounded guide is an invaluable resource for anyone who has to raise money for important causes. A strong, sustainable fundraising strategy must possess certain characteristics. You need people who are willing to ask and realistic goals. You need to gather data and use it to improve results, and you need to translate your ideas in to language donors will understand. A robust individual donor program creates stable and long-term cash flow, and this book shows you how to structure your fundraising appropriately no matter how tight your initial budget. Develop and maintain a large base of individual donors Utilize strategies that pay off sooner rather than later Expand your reach and get your message out to the donor pool Translate traditional fundraising methods into strategies that work for social justice organizations with little or no front money Basing your fundraising strategy on the contributions of individual donors may feel like herding cats—but it's the best way for your organization to maintain maximum freedom to pursue the mission that matters. A robust, organized, planned approach can help you reach your goals sooner, and Fundraising for Social Change is the field guide for putting it all together to make big things happen.

Girls, Feminism, and Grassroots Literacies

A moral dilemma gripped Professor Gupta when he

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was invited by the Bangladeshi government to help restructure their agricultural sector in 1985. He noticed how the marginalized farmers were being paid poorly for their otherwise unmatched knowledge. The gross injustice of this constant imbalance led Professor Gupta to found what would turn into a resounding social and ethical movement—the Honey Bee Network—bringing together and elevating thousands of grassroots innovators. For over two decades, Professor Gupta has travelled through rural lands unearthing innovations by the ranks—from the famed Mitti Cool refrigerator to the footbridge of Meghalaya. He insists that to fight the largest and most persistent problems of the world we must eschew expensive research labs and instead, look towards ordinary folk. Innovation—that oft-flung around word—is stripped to its core in this book. Poignant and personal, Grassroots Innovation is an important treatise from a social crusader of our time.

A Source Book for Literacy Work

Covers issues and events in women's history that were previously unpublished, misplaced, or forgotten, and provides new perspectives on each event

The Reader's Companion to U.S. Women's History

Level Best offers guidance that demystifies evaluation and takes into account the unique challenges and realities of grassroots nonprofit organizations. It provides a new framework for thinking about

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evaluation and tools for measuring and sharing results in ways that are practical, efficient, and meaningful.

Blessed Are the Organized

We expect Birkenstocks. We find wing-tips. Professional organizations that advocate on behalf of environmental issues have become a permanent part of the American political landscape. From the Sierra Club to the Rainforest Action Network, these groups represent more than eleven million members and claim more than \$3.5 billion in assets. Sometimes lambasted for non-stop fund-raising, top-heavy bureaucracies, or agendas out of touch with local concerns, they remain staunch advocates for Mother Nature in the marble halls of Washington. But what happens to a grassroots movement when it goes mainstream? In this insightful book, Christopher Bosso considers how organizations that once contested the Establishment have become an establishment of their own. *Environment, Inc.* is the only book to examine the evolution of a national advocacy community over the span of a century. Bosso describes the transformation of an inchoate 1960s movement into fixtures of contemporary politics to show how this transformation was necessary for the success of environmental policy. Presenting some thirty organizations that lie at the core of the national environmental advocacy community—today's environmental establishment—he examines these groups both individually and collectively to clarify their origins,

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organizational evolution, and methods of operation. He looks at annual reports and tax forms to assess their financial health and organizational maintenance, and he describes how people whose heart is in the great outdoors have been forced to become more businesslike in order to survive in a political context that places a premium on presence. Bosso seeks to learn why organizations born in social movements become larger, more professional, and more bureaucratic over time. He tells how warhorses like the Sierra Club and National Audubon Society have survived in the face of an influx of competitors, and why so relatively few new national organizations have appeared in recent years. In examining the success of some and the demise of others, he sheds light on how organizations adapt to the shifting winds of politics and economics. As Bosso observes, the very normalcy of today's environmental community speaks volumes about the contours of American democracy. He shows that these groups, for all their flaws, remain the most consistent promoters of environmental values in a political system based on organized advocacy. His cogent analysis offers new insights into the nature of interest group politics in the United States.

Level Best

From the authors of *Manifesta*, an activism handbook that illustrates how to truly make the personal political. *Grassroots* is an activism handbook for social justice. Aimed at everyone from students to professionals, stay-at-home moms to artists, *Grassroots* answers the perennial question: What can

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I do? Whether you are concerned about the environment, human rights violations in Tibet, campus sexual assault policies, sweatshop labor, gay marriage, or the ongoing repercussions from 9-11, Jennifer Baumgardner and Amy Richards believe that we all have something to offer in the fight against injustice. Based on the authors' own experiences, and the stories of both the large number of activists they work with as well as the countless everyday people they have encountered over the years, *Grassroots* encourages people to move beyond the "generic three" (check writing, calling congresspeople, and volunteering) and make a difference with clear guidelines and models for activism. The authors draw heavily on individual stories as examples, inspiring readers to recognize the tools right in front of them--be it the office copier or the family living room--in order to make change. Activism is accessible to all, and *Grassroots* shows how anyone, no matter how much or little time they have to offer, can create a world that more clearly reflects their values.

Grassroots Grants

For many of us, the drive to affect positive change--however vague or idiosyncratic our sense of this might be--has guided our work in higher education. We champion the pursuit of a college degree because few endeavors can match it in terms of advancing a person's economic mobility (Chetty, Friedman, Saez, Turner, and Yagan; 2017). Despite recent debates about the value of a college degree (Pew Research Center, 2017), the opportunities and

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financial stability awarded to those with college degrees remain apparent when they are compared to peers who have only graduated high school (Pew Research Center, 2014). And while more Americans have a college degree than ever before (Ryan and Bauman, 2016), access to a formal, post-secondary education continues to be elusive for some. Indeed, over the last ten years, analysts have projected that the cost of attending college would keep 2.4 million low-to-moderate income, college-qualified high school graduates from completing a college degree (Advisory Committee on Student Financial Assistance, 2006). During that same period, college students in the United States saw expenses related to tuition and fees increase by 63 percent, school housing costs (excluding board) increase by 51 percent, textbook prices increase by 88 percent (Bureau of Labor, 2016). Because few students can afford a college education by salary alone, 44.2 million Americans have sought financial aid via student loans. As a result, total student loan debt is now topping \$1.45 trillion in the United States (Board of Governors of the Federal Reserve System, 2017), and student loan delinquency rates are averaging 11.2 percent (Federal Reserve Bank of New York, 2017). The burden of a student's financial decisions extends beyond the mere individual: society will inevitably carry the weight of this debt for years to come.

Grass Roots Leaders

From Community GroundWorks in Madison, Wisconsin, to Greensgrow Farm in eastern

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Philadelphia, readers will learn about the motivating vision and people behind each organization. They will also find advice and guidance on everyday issues such as distribution, working with at-risk populations, fostering community, providing therapeutic assistance, and building the infrastructure to maintain new initiatives.

Colonize This!

This book is the inspirational story of one project that shows you how you can become involved in building and running your neighbourhood. The author, co-founder of Lilac (Low Impact Living Affordable Community), along with other members of the community and the project team, explains how a group of people got together to build one of the most pioneering ecological, affordable cohousing neighbourhoods in the world. The book is a story of perseverance, vision and passion, demonstrating how ordinary people can build their own affordable, ecological community. The book starts with the clear values that motivated and guided the project's members: sustainability, co-operativism, equality, social justice and self-management. It outlines how they were driven by challenges and concerns over the need to respond to climate change and energy scarcity, the limits of the 'business as usual' model of pro-growth economics, and the need to develop resources so that communities can determine and manage their own land and resources. The author's story is interspersed with vignettes on topics such as decision making, landscaping, finance and design.

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The book summarises academic debates on the key issues that informed the project, and gives technical data on energy and land issues as well as practical 'how-to' guides on a range of issues such as designing meetings, budget planning and community agreements. Low Impact Living provides clear and easy to follow advice for community groups, practitioners, government, business and the development sector and is heavily illustrated with drawings and photographs from the architectural team.

Everyone a Leader

Grass Roots Leaders galvanizes the emotional enthusiasm of the workforce and taps the wealth of their brain power to create an engine of innovation that ripples through the organization from the bottom up and powers it forward. Tony Buzan, Tony Dottino and Richard Israel pick up a theme they first introduced nearly a decade ago in *The Brain Smart Leader* and document a way of fundamentally changing the perspective and behaviour of leaders and employees in your organization. Their approach shows how to: * use the brain's capacity for solving problems and implementing innovative plans to make the organization's vision a reality; * adopt a three-speed technique - first gear to slow down and allow new learning or support for difficult transition periods. Second gear shifts up to a productive work outcome, and then third gear revs up to champion innovation and change; * apply a series of proven models for dealing with information overload, making the best

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use of scarce resources, such as time, and keeping sight of successful outcomes as they are developed. The book accurately captures the current state of thinking in organizations, as well as the latest research on how our brains work, to deliver a radical blueprint for how organizations need to change to survive and what this means to their managers and to their employees. If you are a leader who longs to use the grass roots intellectual capital in your organization but, given the quantity of meetings, e-mail, crises and reorganizations, you simply haven't had the time, this book is for you. And if you are an employee who is sick and tired of daily stress, bad planning and poorly thought-through changes and implementations, customer complaints but no improvements, this book is for you, too. A Brain Smart Revolution in Business starts with one person. You.

Grassroots Innovation

"Grassroots Rising is a wake-up call, an agronomic and political blueprint, and a call to action for America and the global body politic to address the challenge of climate change. The best-kept secret in the world today is that the solution to the global climate emergency and related crises lies right beneath our feet and at the end of our forks and knives. The book is based on the premise that business as usual—profligate fossil fuel use; degenerative food, farming, and land use; hyper-consumerism; and the status-quo focus of the US and global elite—can and must be reversed over the next decade and beyond. The economic system of late-stage capitalism and the

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biological carrying capacity of the planet have reached points of implosion. Unfettered greenhouse gas emissions have brought us to the brink of runaway climate catastrophe, while out-of-control corporate greed, militarism, and elite rule have devastated public health, the environment, and the "natural capital" and democratic ethos that sustain the global economy and political system. To survive and thrive in catastrophic times, Grassroots Rising calls for building a world-changing, grassroots Regeneration Movement, one based on consumer awareness, farmer innovation, political change, and regenerative finance, embodied most recently by the proposed Green New Deal in the US. This Regeneration Movement will enable us to not only mitigate and slow down climate change, but actually reverse global warming by regenerating our soils and our food system and converting to renewable energy. With these methods, we will be able to address and resolve the interrelated crises of environmental destruction, deteriorating public health, rural poverty, endless war, and political degeneration. Regenerative food, farming, and land use can provide a new outlook on life, a therapeutic vision and daily practice that demonstrates that we the people, the global grassroots, can begin to turn away from disaster, solve our most pressing crises, and meet our most important needs"--

Reclaiming Our Food

In contrast, they show the vibrance with which the movement has evolved, detail important political

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goals that still need to be achieved, and spell out what a world with true equality would look like."--BOOK JACKET.

Environment, Inc

This book explores the intersection of grassroots leadership and the arts for social change, examining the many movements and subsequent victories the arts community has won for society. The book illustrates the diverse but influential work of these figures, reflecting on their actions, commitments and their positive impact on the modern world.

A Guide to Field Philosophy

A collection of bold new writing by women of color introduces new themes of family and mixed ethnicity into the ongoing conversation about feminism and feminist values. Original.

Grassroots Philanthropy

The 21st century is the age of community organizing, from rallies in the streets to online movements for change. What if congregations embraced community organizing? Organizing Church offers a unique perspective that blends proven principles of community organizing and research on socially active congregations into a formula that will revitalize and empower churches as change-agents. Seasoned pastors and community activists Tim Conder and Dan Rhodes will help pastors and other church leaders

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build healthier congregations, create a deep culture of discipleship in their community, and respond to the challenges presented by the global culture of the 21st century. *Organizing Church* is the essential field guide for joining the social justice movement today.

Grassroots Rules

Case study of the life of a feminist organization in a changing political and funding climate.

Roots to Power

A playbook for working with and training girls to be activists of their own social movements. Drawing from a diverse collection of interviews with women and girl activists, *Powered by Girl* is both a journalistic exploration of how girls have embraced activism and a guide for adults who want to support their organizing. Here we learn about the intergenerational support behind thirteen-year-old Julia Bluhm when she got *Seventeen* to go Photoshop free; nineteen-year-old Celeste Montaña, who pressed Google to diversify their Doodles; and sixteen-year-old Yas Necati, who campaigns for better sex education. And we learn what experienced adult activists say about how to scaffold girls' social-change work. Brown argues that adults shouldn't encourage girls to "lean in." Rather, girls should be supported in creating their own movements—disrupting the narrative, developing their own ideas—on their own terms. From the Trade Paperback edition.

Well-being Reconsidered: Empowering Grassroots Organizations

Based on four decades of experience as a foundation executive, Bill Somerville's Grassroots philanthropy is an unorthodox guide to decisive, hands-on grant making. Straightforward, persuasive, and exhilarating. Somerville's courageous and thoughtful approach to grant making will energize and motivate foundation and nonprofit leaders alike.

Grassroots

Philosophers increasingly engage in practical work with other disciplines and the world at large. This volume draws together the lessons learned from this work—including philosophers' contributions to scientific research projects, consultations on matters of policy, and expertise provided to government agencies and non-profits—on how to effectively practice philosophy. Its 22 case studies are organized into five sections: I Collaboration and Communication II Policymaking and the Public Sphere III Fieldwork in the Academy IV Fieldwork in the Professions V Changing Philosophical Practice Together, these essays provide a practical, how-to guide for doing philosophy in the field—how to find problems that can benefit from philosophical contributions, effectively collaborate with other professionals and community members, make fieldwork a positive part of a philosophical career, and anticipate and negotiate the sorts of unanticipated problems that crop up in direct public engagement. Key features: Gives specific

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advice on how to integrate philosophy with outside groups. Offers examples from working with the public and private sectors, community organizations, and academic groups. Provides lessons learned, often summarized at the end of chapters, for how to practice philosophy in the field.

A Field Guide to the Mammals of Central America and Southeast Mexico

For over twenty years, Patagonia has organized a Tools Conference, where experts provide practical training to help make activists more effective. Now Patagonia has captured Tools' best wisdom and advice into a book, creating a resource for any organization hoping to hone core skills like campaign and communication strategy, grassroots organizing, and lobbying as well as working with business, fundraising in uncertain times and using new technologies. Patagonia hopes the book will be dog-eared and scribbled in; a solid, inspiring guide and reliable companion. The book is organized in two sections: Strategies, and Tools. Each chapter, written by a respected expert in the field, covers essential principals as well as best practices. A hands-on case study accompanies each chapter and demonstrates the principles in action. Sprinkled throughout are inspirational thoughts from acclaimed activists, such as Jane Goodall, Bill McKibben, Wade Davis, Annie Leonard, and Terry Tempest Williams. An activist's companion in the environmental movement.

The Grassroots of a Green Revolution

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Resistance is fertile – bioremediation techniques to heal the earth. Millions of acres of land have been contaminated by pesticides, improperly handled chemicals, dirty energy projects, toxic waste, and other pollutants in the United States and Canada. This toxic legacy impacts the environment, our health, our watersheds, and land that could otherwise be used to grow healthy local food and medicines. Conventional clean-up techniques employed by government and industry are tremendously expensive and resource-intensive and can cause further damage. More and more communities find themselves increasingly unable to rely on those companies and governments who created the problems to step in and provide solutions. Earth Repair describes a host of powerful grassroots bioremediation techniques, including:

- Microbial remediation-using microorganisms to break down and bind contaminants
- Phytoremediation-using plants to extract, bind, and transform toxins
- Mycoremediation-using fungi to clean up contaminated soil and water.

Packed with valuable, firsthand information from visionaries in the field, Earth Repair empowers communities and individuals to take action and heal contaminated and damaged land. Encompassing everything from remediating and regenerating abandoned city lots for urban farmers and gardeners, to recovering from environmental disasters and industrial catastrophes such as oil spills and nuclear fallout, this fertile toolbox is essential reading for anyone who wishes to transform environmental despair into constructive action.

Rules for Revolutionaries

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The families of the disappeared have long struggled to uncover the truth about their missing relatives. In so doing, their mobilization has shaped central transitional justice norms and institutions, as this ground-breaking work demonstrates. Kovras combines a new global database with the systematic analysis of four challenging case studies - Lebanon, Cyprus, South Africa and Chile - each representative of a different approach to transitional justice. These studies reveal how variations in transitional justice policies addressing the disappeared occur: explaining why victims' groups in some countries are caught in silence, while others bring perpetrators to account. Conceiving of transitional justice as a dynamic process, Kovras traces the different phases of truth recovery in post-transitional societies, giving substance not only to the 'why' but also the 'when' and 'how' of this kind of campaign against impunity. This book is essential reading for all those interested in the development of transitional justice and human rights.

Mass Flourishing

This is the only comprehensive guide to mammals in Central America and southeast Mexico. Unlike most field guides, it covers smaller mammals in depth and also provides an extensive bibliography. In addition to detailed species accounts and range maps for all species, the book has 52 full-color plates. The 49 animal plates cover almost all the species in the region. 4 color maps are new to the second edition, detailing parks, elevations and biomes in the region.

The Machine

Covering a wide range of literacy topics, including literacy planning, programme implementation and literacy evaluation, the emphasis of this book is on literacy work at the grassroots. The theory and research come from rural and urban settings around the world and refer to literacy work with a variety of different learners. Written for all kinds of literacy workers and organisations, the book is an accessible and practical guide to all areas of literacy work. The themes of each chapter are listed at the beginning of the chapter, and chapters and sub-sections are self-contained so that they can be read independently.

Grassroots Activism and the Evolution of Transitional Justice

Imagine if every employee does what it takes to help his or her organization reach its goals, a place where everyone is a leader. If chaos and confusion come to mind, think again! Spreading leadership and decision-making responsibilities liberates, inspires, and motivates everyone to achieve more and contribute the maximum-making a positive impact on both productivity and business results. Step in, CLIMB(TM) up. Based on a landmark study that involved 2,000 people across 450 organizations, Everyone A Leader explores the critical moments when employees at all levels step forward into leadership roles. The findings are summarized in five key strategies the authors call the CLIMB model of leadership effectiveness: * Create a compelling future. * Let the customer drive the

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organization. * Involve every mind. * Manage work horizontally. * Build personal credibility. Each chapter in this breakthrough book brings the CLIMB strategies to life with powerful first person stories and anecdotes that effectively highlight the small, often-overlooked turning points in an organization's daily life. Turning points made possible by grassroots leaders. The CLIMB model's step-by-step tools for grassroots leaders build competencies such as presenting thoughts and ideas, listening proactively, giving recognition, managing priorities, turning conflict into collaboration, identifying and meeting unspoken customer needs, and many, many more. No other book offers such compelling proof that-equipped with proper tools and support-everyone has the potential to be a leader and to make a difference. To remain agile and responsive in today's dynamic global marketplace, successful organizations recognize the critical need for greater flexibility, knowledge, and adaptability across the entire organization. To do so means everyone must learn to be a leader. "Everyone A Leader explodes the myth that only people with official titles, big salaries, and high profiles mobilize others to get extraordinary things done. It makes the compelling case-backed by research and inviting anecdotes-that leaders emerge from all levels in all types of organizations. . . . You will learn how to make more of a difference once you've read and applied Everyone A Leader. This stellar book is not only a significant contribution to the field, it's also a rallying cry for all of us to leave a more lasting legacy." -Jim Kouzes, coauthor, The Leadership Challenge and Chairman, Tom Peters Group/Learning Systems. "This work skillfully distills hundreds of observed

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experiences into a five-part strategic model, highlighting those behaviors most likely to produce successful leadership results. Both emerging and experienced leaders . . . can learn from Everyone A Leader. It offers a pragmatic roadmap for success!"

-Major General Garry L. Parks, U.S. Marine Corps.

"Everyone A Leader is cause for rejoicing. The authors understand the key reality shaping today's organizations: leaders can emerge from anywhere.

Their book is an invaluable tool . . . full of wise observations and practical advice." -Sally Helgesen,

author, The Web of Inclusion. "Everyone A Leader is a wonderfully actionable guide for creating a broad,

take charge, leadership culture." -Ron Zemke, author,

the Knock Your Socks Off Service series. "If you want co-workers who are productive, satisfied, and willing to shoulder the responsibility of making your

organization stronger, this timely and inspiring nuts-and-bolts account of democratic leadership is for you." -Meena Surie Wilson, PhD, Global Initiatives

Group, Center for Creative Leadership. "Finally, a

leadership book for today's flat, dynamic, team-based organizations . . . This is the model." -Todd W. Arnold,

Vice President, Customer Services, Cinergy Corp.

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