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***IFO Equity Caucuses***

***Recruiting New Caucus Members***

**How do I get someone to consider joining the caucus?**

Ask them. Few people will volunteer their services. People usually wait to be asked.

**Who should ask them?**

* If possible, someone they know and trust; someone whose interest they respond to - a friend, someone influential in the union or organization. But, if you cannot get someone else, ask them yourself.
* Ask in person. Face-to-face contact is the best way to get results.

**What do I tell them?**

* Tell them what exactly you would like them to do. Be clear about the responsibilities of being involved in the caucus.
* Ask what they would what they think about having a caucus (for the specific identity group) and want to do to move the caucus forward. Listen to their concerns. Respond to the questions they raise.
* Ask them to do something they are comfortable with and that they feel they can do well. Later they will be ready to move on to new tasks.
* Let each person know their help is needed - you need them and the caucus needs them.
* Let each person know how what you are asking them to do fits in with the whole effort. People want to know and understand the things they are part of and work best when they know that others are depending on them.
* Be positive

**What should I do after they commit to joining?**

Thank them! Let them know that their participation is important. Make sure they know what the next step is.

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