

STACK HAND SIGNALS

NAC uses **Progressive Stack**. In general **Stack** helps facilitate discussion and decision making in which everyone has an equitable say in the conversation. **Progressive Stack** is used to give marginalized groups, voices that are often submerged, discounted, or excluded a greater chance to speak by placing them before those on Stack without lived experience or who have already spoken.



STACK

To get on **Stack**, raise one hand and look to the stacker to confirm your addition. You will be called in the order you were added.



AGREE



DISAGREE

Up Twinkles/Down Twinkles: Indicates agreement or disagreement with what is being said or with a consensus proposal. **Flat Hands/Twinkles:** Show that you are unsure or undecided. One may be asked to clarify one's position.



CLARIFY

Clarifying Question/Comment: To clarify what has just been said.



TIME

Time: We are running over time. Reminds group to be aware of the time.



CENTER

Re-centering Llama: The conversation has strayed from the original topic or agenda item. Gently refocuses the group.



DIRECT

Direct Response: Something that must be said after the person is speaking, usually for clarification.



PROCESS

Process Triangle: An idea for how to improve the meeting process.



VOLUME

Volume Up/Can't Hear: Indicates that the person speaking or content needs to be louder.



VIBES

Vibes Watch: Things are getting tense. Lets address it or take a break.



BLOCK

Block: Indicates the strongest opposition to the proposal or topic of discussion. The proposal/topic is fundamentally detrimental.

Saying "Check": Used to verbally signal you are done speaking and the facilitator can move to the next person on Stack.

Visit neighborhoodanarchists.org/facilitation for more resources.

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Security Culture is a set of shared customs for a community whose members may be targeted that are designed to minimize risk, to offset paranoia, and to increase effectiveness and trust. These intentional practices can become habitual and instinctive.

SECURITY CULTURE PRINCIPLES

The central principle is that people should never be aware of sensitive information they do not need to know - Don't ask, don't tell. The greater the number of people who know something that can put a project at risk, the more chance there is of it getting into the wrong hands.

Security culture involves a code of silence, but it is not a code of voicelessness. It should preserve as much secrecy as is necessary for individuals to be safe in their activities, while still organizing effectively.

Learn and abide by the security expectations of each person you interact with, and respect differences in style. Ask people to outline for you their specific security needs and let others know yours.

SECURITY CULTURE PRACTICES

You can say "no" at any time to anyone about anything. Don't answer questions or participate in any projects you don't feel good about. Don't let anyone pressure you into action you don't want to do.

Look out for other people. Don't imperil others with your decisions. Don't brag about past actions. Remember: Jokes can be taken seriously.

Don't throw any direct action ideas around in public that you think you might want to try at some point. Brainstorm with trusted individuals.

Develop methods to establish the security level of a group or situation. People who understand the importance of good security will not feel insulted if asked to leave a sensitive conversation.

Meeting location is an important factor in security. Consider the risks.

Don't get too distracted worrying about whether people are infiltrators or not; if your security measures are effective, it shouldn't even matter. Keep sensitive information inside the circle of people it concerns, collaborate with reliable and experienced comrades whose history you can verify, and don't give away anything about your private activities.

Adapted from the zine: What Is Security Culture: A Guide to Staying Safe.

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