

Lancaster PSC – Summary of Listening Meetings

Over the past few months, we've been holding a series of listening conversations across our community to reflect honestly on how we work together and how we can grow stronger in our solidarity with Palestine. These initial findings have helped us begin a new process rooted in shared listening and collaborative organising. Drawing inspiration from sociocratic principles—where every voice matters and decisions are made collectively—we're working to build a structure that's inclusive, adaptable, and equipped to take effective action. This is just the beginning of a deeper process to strengthen our work towards a free Palestine.

This thematic summary brings together the key insights from our recent listening meetings. It highlights both the strengths we can build on and the challenges we need to address. This is not a finished plan, but a starting point—a foundation for deeper collaboration, clearer organising, and stronger action as we continue working towards justice and freedom for Palestine.

The action plan outlines practical steps we can take in the months ahead to strengthen our organising, deepen community connections, and increase our impact. It reflects what we've heard in the listening meetings and sets out a flexible framework we can continue to shape together as our work evolves.

Community Cohesion and Diversity

Strengths:

- Strong unity and persistence, with members from diverse backgrounds (Green, Socialist, union, Islamic, student, town communities)
- Effective collaboration and support for Palestinian and Muslim communities

Challenges:

- Mistrust and exclusion have reduced participation
- Some voices are not heard equally in decisions or discussions

Next Steps:

- Foster greater inclusivity by creating space for all voices
 - Broaden outreach to non-political, cultural, faith, and family networks
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2 Communication and Organization

✔ Strengths:

- Active networking, creative resources (songs, leaflets, exhibitions)

⚠ Challenges:

- Communication overload, unclear roles, inconsistent planning
- Information scattered across channels

🌱 Next Steps:

- Clarify roles and responsibilities; share tasks across small groups
 - Streamline communication (e.g. separate email lists for info vs discussion)
 - Agree ground rules for meetings, online spaces, and decision-making
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3 Activism, Campaigning and Public Engagement

✔ Strengths:

- Regular, creative actions (art, music, silent vigils, storytelling)
- Strong fundraising and solidarity with Palestinians

⚠ Challenges:

- Visuals and messaging at demos could be stronger
- Need more focused planning and respectful, positive behaviour

🌱 Next Steps:

- Plan events with clear aims, approved speakers, and strong visual impact
 - Strengthen local BDS campaigns and creative outreach (stories, names, arts)
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4 Strategic Development and Sustainability

✔ Strengths:

- Weekly gatherings since October 2023, bridging town and campus
- Sustained energy through diverse activities

⚠ Challenges:

- Reliance on same people; routine risks stagnation

- Little planning for succession or long-term sustainability

 **Next Steps:**

- Formalise structure: agree roles, working groups, shared leadership
 - Build a bank of educational materials and plan for leadership handover
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5 **Political Advocacy and Impact**

 **Strengths:**

- Visible local voice; shifted public narrative

 **Challenges:**

- Risk of unhelpful messaging; need for fact-checking and respectful tone

 **Next Steps:**

- Maintain respectful, well-informed advocacy
 - Build strength to push for tangible policy change
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Lancaster PSC – Action Plan

Immediate (0–3 months)

- **Agree core working groups** (External Comms, Internal Comms, Saturday Rallies, Wednesday Rallies, BDS, Events, Education, PSC Exec)
 - **Clarify purpose and shared goals** through small group proposals, whole group agreement
 - **Set communication standards** and simplify channels
 - **Start regular reflection spaces** for members to process emotion and strengthen trust
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17 Medium Term (3–6 months)

- **Strengthen creative outreach:** BDS actions, arts, storytelling, schools work
 - **Improve planning for events:** clear aims, stronger visuals, planned speakers
 - **Mentor new members for future leadership**
 - **Launch newsletter and strengthen media presence**
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Long Term (6–12 months)

- **Formalise structure and review regularly:** roles, working groups, shared responsibility
- **Develop sustainability plan:** plan beyond demos, build resilience
- **Deepen links to national campaigns and broader community networks**