

AIA Seattle Post-Election Contingency Plan

We recognize that the upcoming presidential election may result in some level of confusion, disruption or unrest. We may not know the election outcome for some time after Nov 3. Our staff, members and audiences may be distracted by public events. We may see isolated or widespread civil unrest, and individuals in our offices may wish to participate in protests and direct action. We may see the eruption of isolated violence or police action. We may see challenges to our democratic norms and processes, or a contested election with multiple parties claiming victory.

While our ability to predict various outcomes is limited, we can anticipate the range of outcomes and take prudent steps to prepare ourselves and the organization.

Encouraging Members to Vote

While we are a non-partisan organization, members across party lines have a right and obligation to participate in our democratic process. We will:

- Actively share voting information for members
- Encourage early voting
- Promote [AIA's assessment of candidates](#) based on our advocacy platform

Keeping Staff Safe

Staff safety is, as always, a primary concern. We are all primarily working from home, so safety is in our own hands as individuals. We will:

- Support individual choices and actions to maintain personal safety
- Should we establish a check-in time or process?

Supporting Staff

We are individuals first, with families and commitments and values. AIA Seattle honors the need of any individual to take care of their own needs and the needs of their family. We also honor the right to participate in civic action as an individual choice. We recognize that a time of public unrest or confusion might distract us, making it hard to focus on work or reducing productivity. We will:

- Support staff members who need time away from work for civic action
- Plan for lower productivity in the weeks after the election
- Minimize programmatic commitments in November

Securing the Center

Recognizing that protests are unlikely but possible in the area around the Center, we can take prudent steps to secure our facility and protect important contents. We will:

- Ask landlord about plans to board up windows
- Move model exhibit away from the windows and to a secure area

- Store or move valuable items, such as iPads

Considering Program Dates and Messaging

We recognize that programs and meetings happening after the election may face a very different context than originally imagined. We may be dealing with distracted audiences and a different messaging environment.

One of our biggest programs of the year, the Honor Awards, is scheduled to take place two weeks after the election. While we are proceeding with the assumption that it will continue on that date, we will take steps to build in flexibility should we need to make changes, including:

- Discuss possible impacts with chairs and committee
- Build flexibility into the recorded program
- Consider messaging in light of current events
- Consider delaying the awards should it seem prudent
- Establish Nov. 9 as a go/no-go decision date

Other programs and meetings in November and December will also remain flexible and open to different messaging, depending on circumstances as they arise.

Assessing Our Sponsorship Schedule and Messaging

A period of confusion, distraction or unrest might also impact our ability to contact sponsors and get sponsorship commitments. We will:

- Revise the sponsorship schedule to allow for down time in early November
- Message CAPs and members now about our plans to monitor the situation
- Remain flexible with our messaging and timeline

Supporting Members

AIA is a place for members to convene around shared interests, challenges and ideas. After the election, we can make space for conversation and mutual support. We will

- Assess the value of a post-election Town Hall

Messaging

We know from past experience that our members have high expectations for a quick response to major events. We are a non-partisan organization and our messaging must reflect that. We are also a predominantly liberal membership, and our messaging should be sensitive to our community context. We will:

- Draft talking points now
- Reinforce our mission, vision and values
- Rely on our AIA code of ethics
- Highlight our focus on making change at the local and state levels
- Give board members and committee chairs talking points

Considering Our Role in Democratic Process

In a worst-case scenario where our process of democratic elections and peaceful transfer of power seems imperiled, we must consider what role we wish to play as an organization. We will continue to honor our non-partisan focus, but there may be circumstances in which we wish to participate in direct action. We will:

- Assess our areas of influence and power
- Consider our core values and their implications for action
- Focus on what current events mean for the profession and the communities we serve

Building Connections Across Difference

In the long run, we have a critical role to play in convening conversations across difference, to build stronger communities and heal partisan divides. In Washington state, those divides are largely along urban-rural lines. Moving forward, we will consider what role we might play in this important work.