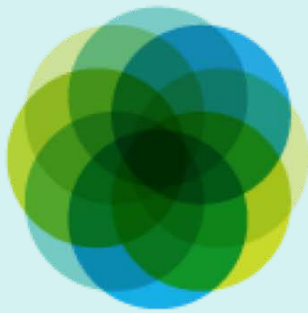


# Transforming the Economic Landscape Facing Survivors: Advancing Racial & Economic Equity



**CENTER FOR SURVIVOR  
AGENCY & JUSTICE**

Lisalyn Jacobs, Policy and Legal Director

# Purpose of this workshop

- (Re)tell survivor stories that unearth the connection between race inequity and economic opportunity our own community context.
- Equip ourselves as Equity Ambassadors to develop strategies that respond to the individual, organizational, and structural inequities facing survivors.

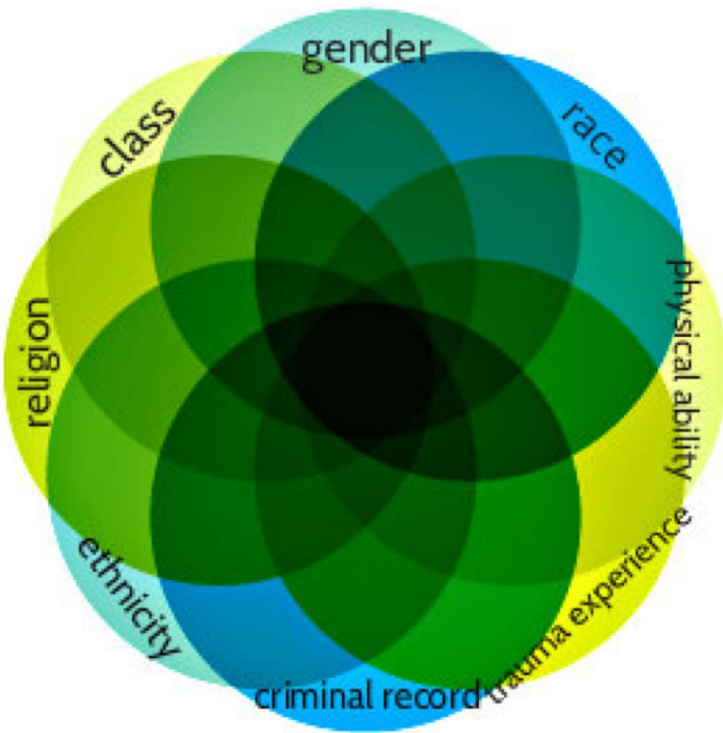


# Who's in the room?

Where are you from? What's your role?



# CSAJ's Mission & Vision



## ■ **Mission:**

The Center for Survivor Agency and Justice promotes advocacy approaches that remove systemic barriers, enhance organizational responses, and improve professional practices to meet the self-defined needs of domestic and sexual violence survivors.

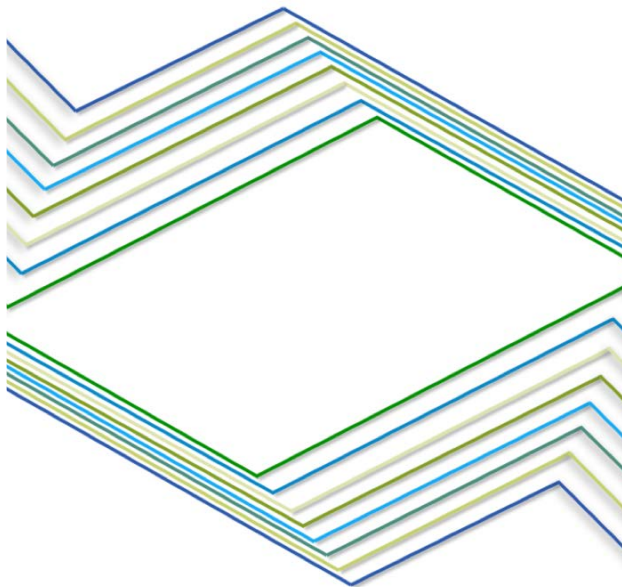
## ■ **Vision:**

The Center for Survivor Agency and Justice envisions a world where all people have equal access to physical safety, economic security, and human dignity.

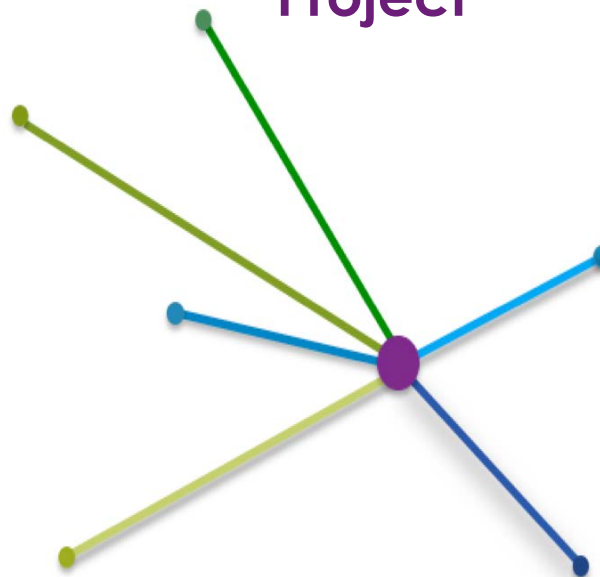


# CSAJ Key Projects

## Consumer Rights for Domestic & Sexual Violence Survivors Initiative



## Racial and Economic Equity of Domestic & Sexual Violence Survivors Project



## Accounting for Economic Security: An Atlas for Direct Service Providers



# CSAJ's Guidebook

## Guidebook on Consumer & Economic Civil Legal Advocacy for Survivors

A comprehensive and survivor-centered guide for domestic violence advocates and attorneys

### **Chapters Include:**

- Credit reporting and repair
- Debt collections and defense
- Bankruptcy and foreclosure
- Federal tax advocacy
- Economic relief in civil protection orders
- Economic issues in family law
- Barriers in civil court
- Rights and protections: housing and employment

<https://csaj.org/Guidebook>



## GUIDEBOOK ON CONSUMER & ECONOMIC CIVIL LEGAL ADVOCACY FOR SURVIVORS

A COMPREHENSIVE AND SURVIVOR-CENTERED GUIDE FOR  
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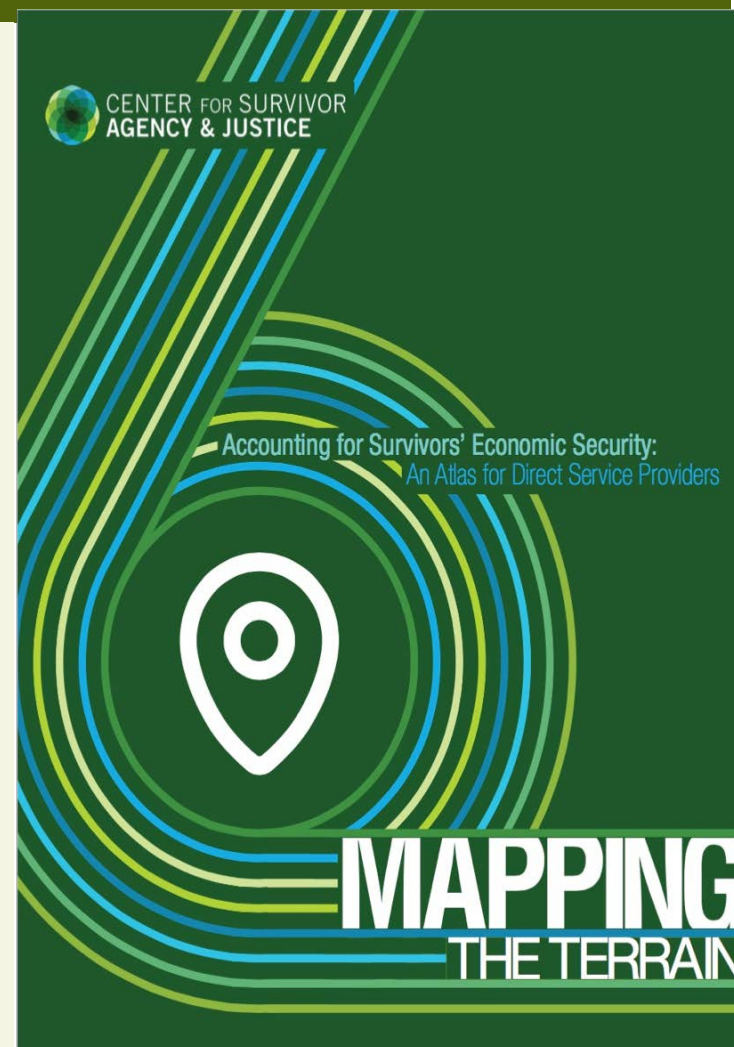
# Accounting for Economic Security

An Atlas for Direct Service Providers

## ***Mapping the Terrain***

1. Economic hardship and poverty constrain survivors' options for safety
2. The economic impact of violence ripples throughout survivors' lives
3. Systemic barriers impede survivors' access to economic stability
4. Social inequality restricts survivors' options for economic security and safety

[Download](#)



# Listening Sessions & Report

***Purpose is to dialogue-back with Listening Session conversations in order to aid self-reflection, challenge dominant narratives, support improved data collection and analysis, and to begin, continue, or advance conversations and work toward racial equity for domestic and sexual violence survivors and for all of us.***

**COMING SOON!**



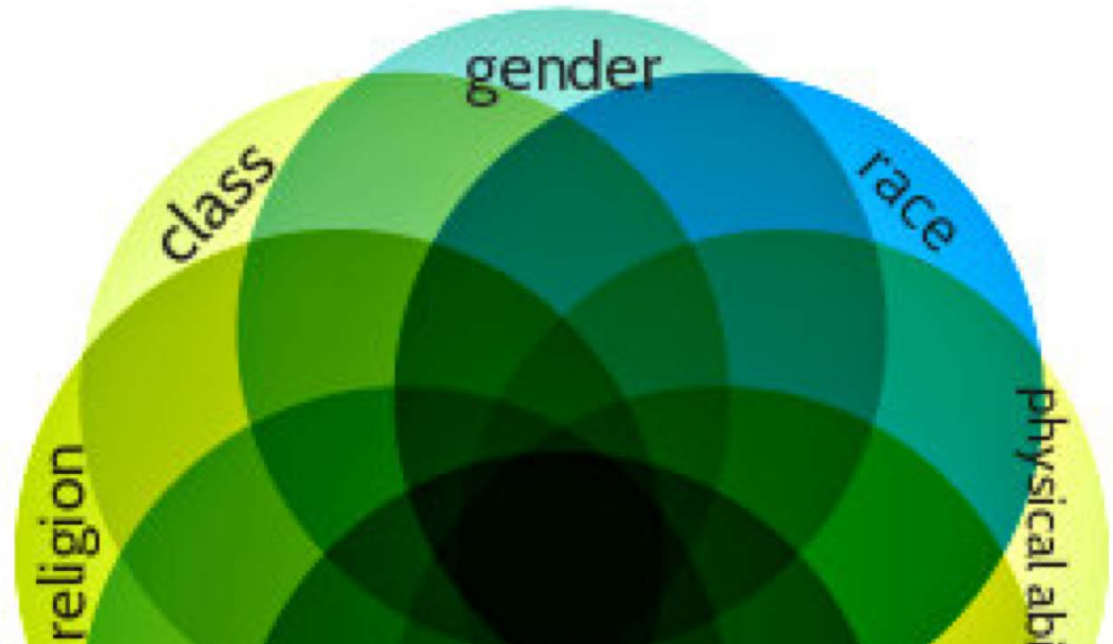
a report on *From Margins to Center* Listening Sessions, an initiative of the Racial & Economic Equity for Survivors Project (REEP)

## **showing UP**

how we see, speak, and respond to racial inequity facing survivors of domestic and sexual violence

facilitated and authored in partnership  
Camille Holmes, TITLE  
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Texas Council on Family Violence  
Women of Color Network, Inc.



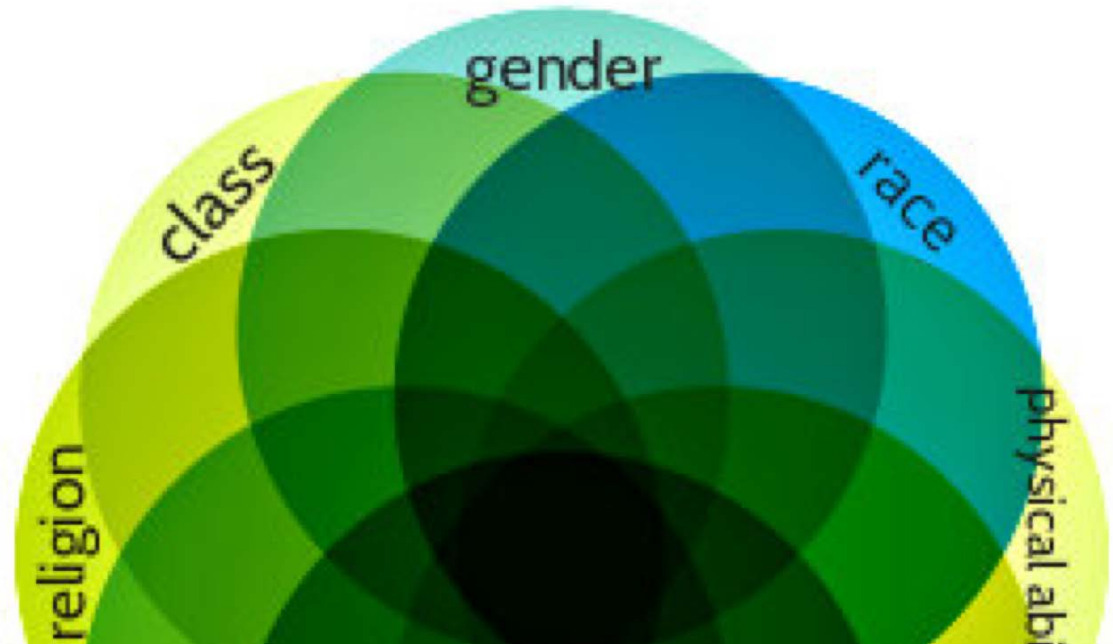


# Temperature Check

Who are you serving? What about your clients' identity makes this work more challenging for you or programs you work with?

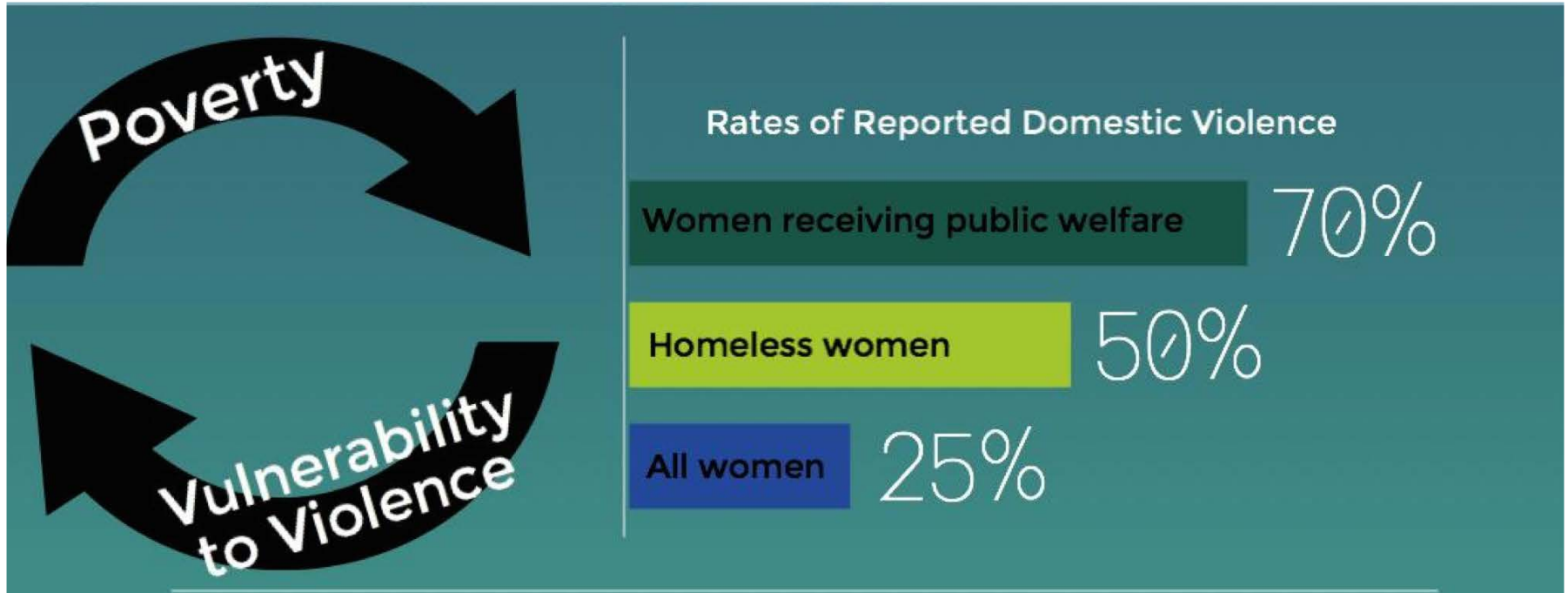


Canary in the coal mine...



# Why racial and economic equity?

CSAJ foundations and underpinnings in the work



## Reciprocal relationship of abuse and economic hardship

Women living in poverty experience violence at twice the rate of those who do not.

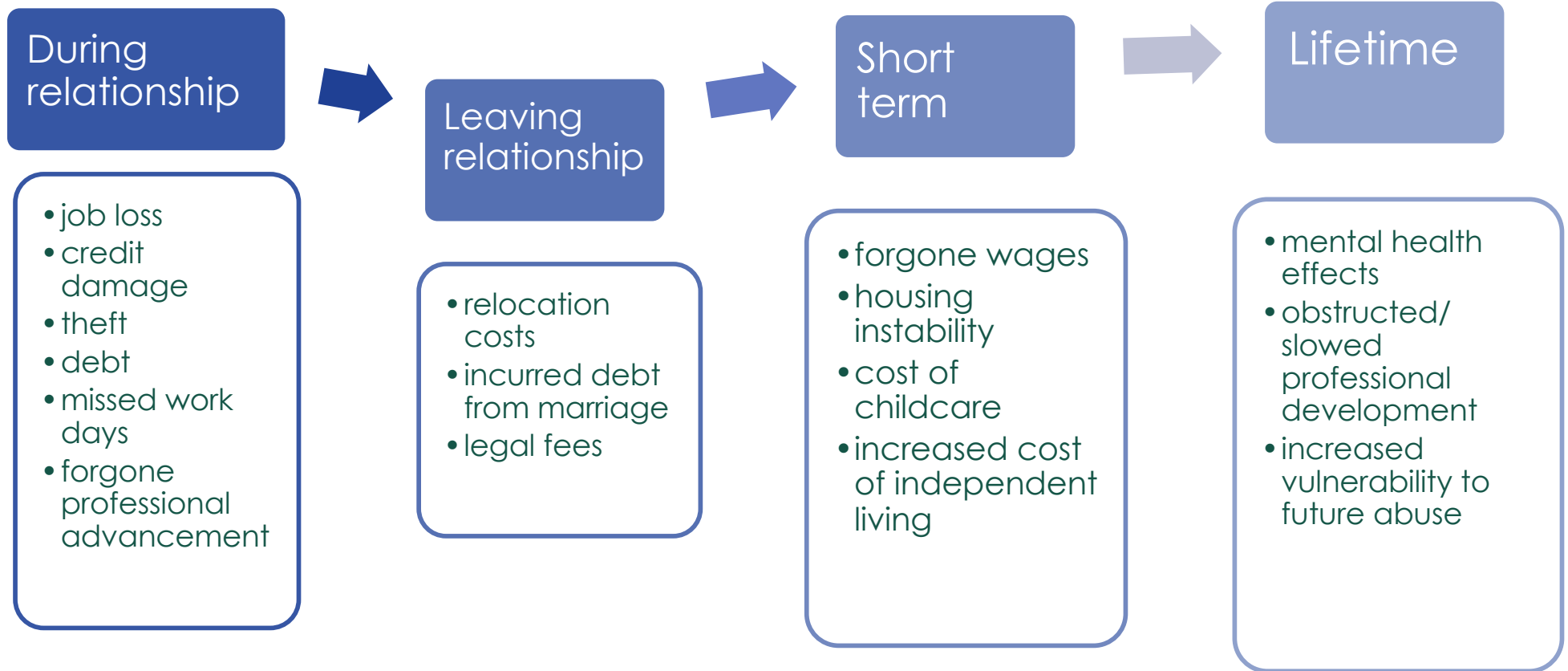
# Economic impact of domestic violence

**Domestic violence is linked to a range of negative economic outcomes, including:**

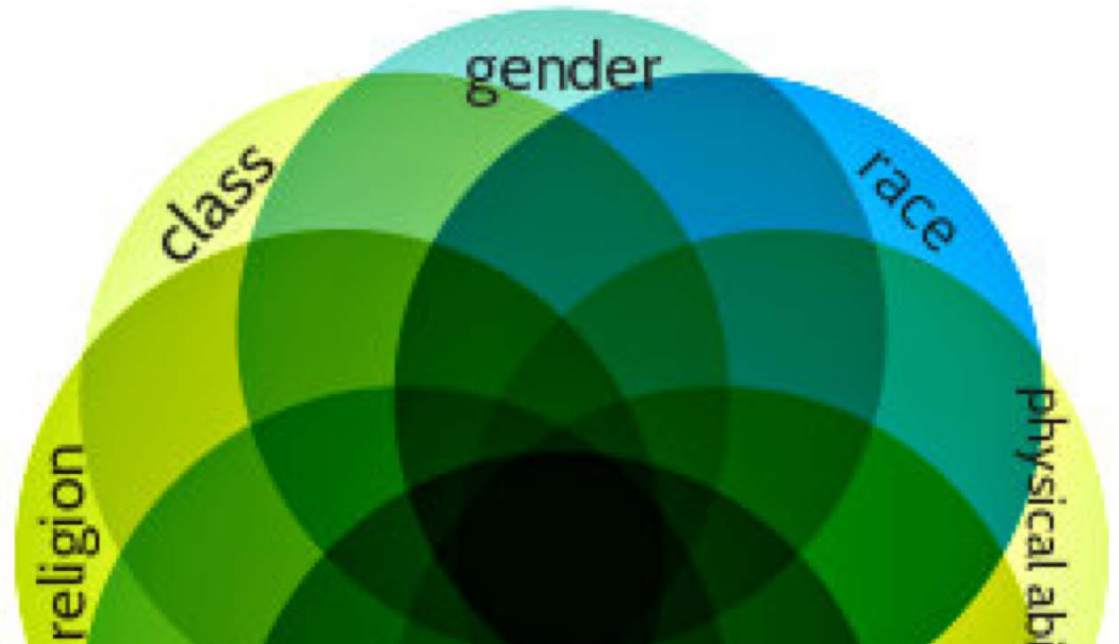


- ▣ Decreased safety options
- ▣ Increased risk of future violence

# The “Economic Ripple Effect” of Domestic Violence



Shoener & Sussman. (2013). Economic Ripple Effect of IPV: Building Partnerships for Systemic Change. *Domestic Violence Report*. Aug/Sept, 83-95.



Tell a story about the ripple effect that's based on your experience and context?

# Systemic Barriers Impede Survivors Access to Economic Stability

Services and systems often present tremendous barriers that are outside of survivors' control and frequently thwart their efforts. Systemic barriers limit a survivor's access to economic security and constrain safety options available to them; this is particularly true for those who are living in poverty.



## Resource Availability

**Access to:** Transportation, Housing, Education, Employment

### Looks Like:

- Distance to court or services (across the state)
- Slow response time
- Have to stay in same court for all legal actions



## Service Response

**Experience with:** Few, dispersed, short-staffed services; lack of staff information/ awareness

### Looks Like:

- Judges preference for 2-parent homes
- Turn over of court decision makers
- Caseworkers make survivors jump through hoops (requirements, eligibility)



## Impact of Policies

**Outcomes of:** Geographic isolation combined with a lack of privacy

### Looks Like:

- Reduction of absuer's charges/ increased plea deals
- Women on parole who call 9-11 violate probation
- Institutions defer responsibility, "passing the buck"
- Time frame from arrest to conviction is too long

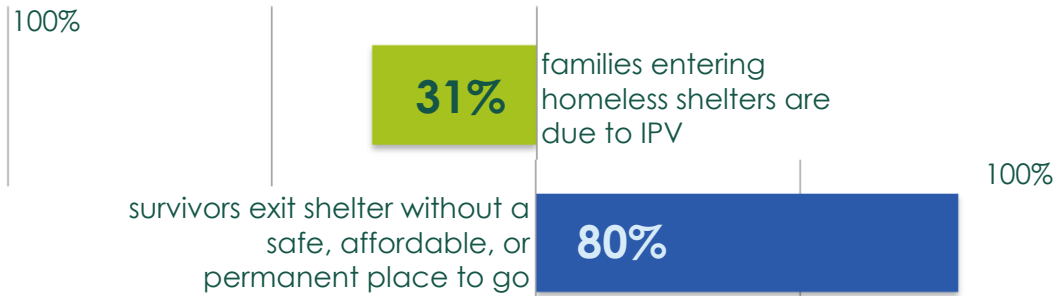




# Examples: Systemic Failings

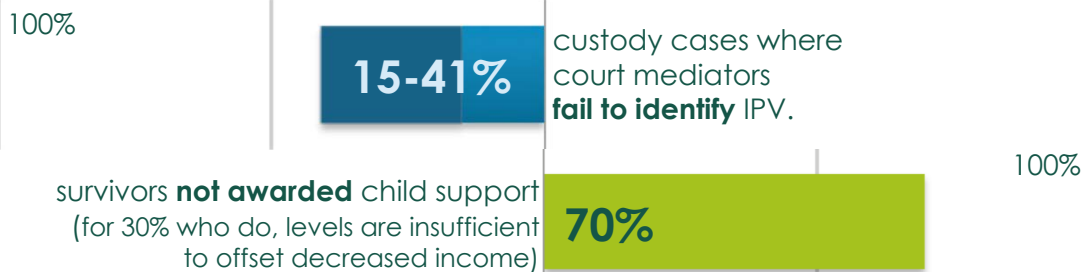
HOUSING  
INSTABILITY

Figure 5. Housing Insecurity for Survivors



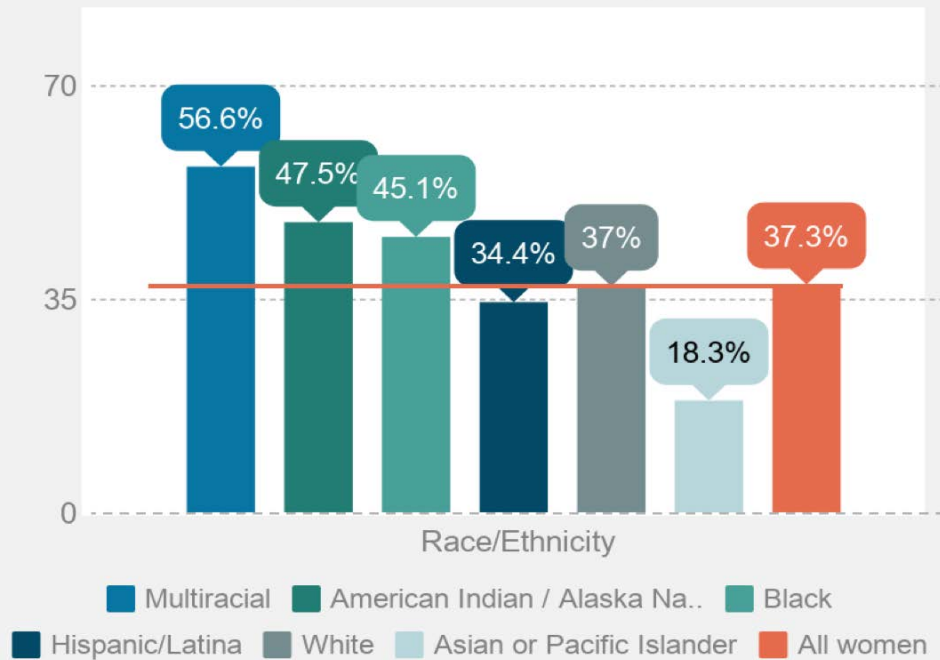
INADEQUATE  
LEGAL SYSTEM

Figure 6. Economic Harm from Family Court

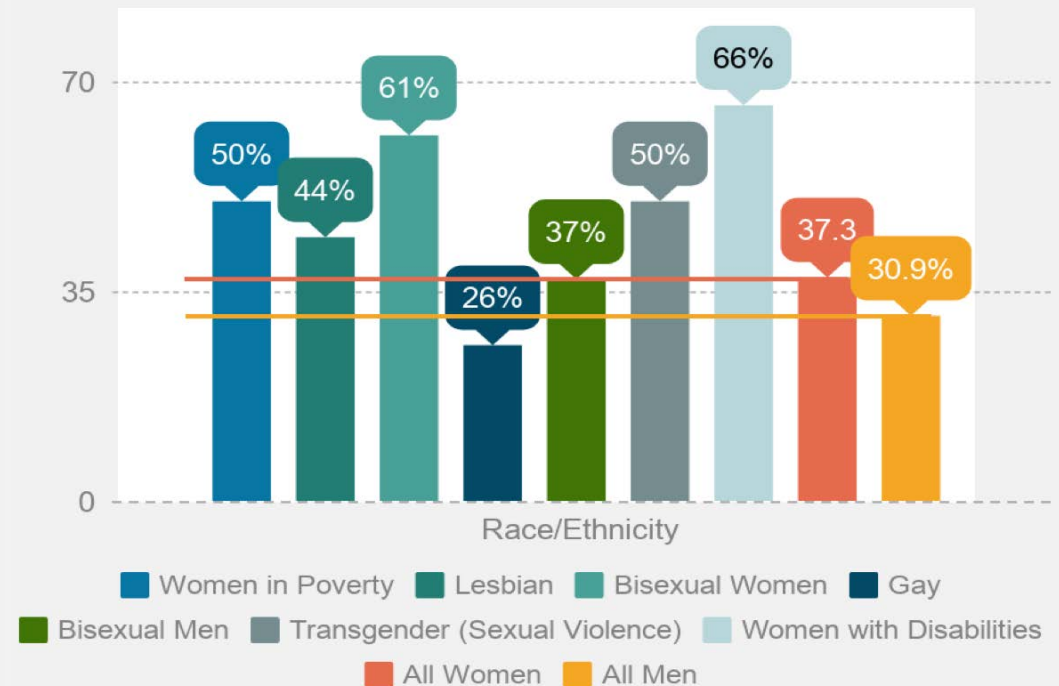


# Social inequality constrains survivors' options for safety

Women Experiencing Domestic Violence, By Race/Ethnicity



Experiencing Domestic Violence, By Identity Factors



**Sources:** The National Intimate Partner and Sexual Violence Survey (NISVS) | 2010-2012 State Report:

<https://www.cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf>

The National Intimate Partner and Sexual Violence Survey (NISVS) | Victimization by Sexual Orientation, 2010 Findings:

[https://www.cdc.gov/violenceprevention/pdf/cdc\\_nisvs\\_victimization\\_final-a.pdf](https://www.cdc.gov/violenceprevention/pdf/cdc_nisvs_victimization_final-a.pdf)

FORGE, Transgender rates of violence (2012): <http://forge-forward.org/wp-content/docs/FAQ-10-2012-rates-of-violence.pdf>

# Economic Barriers Facing Communities of Color

## Place Based

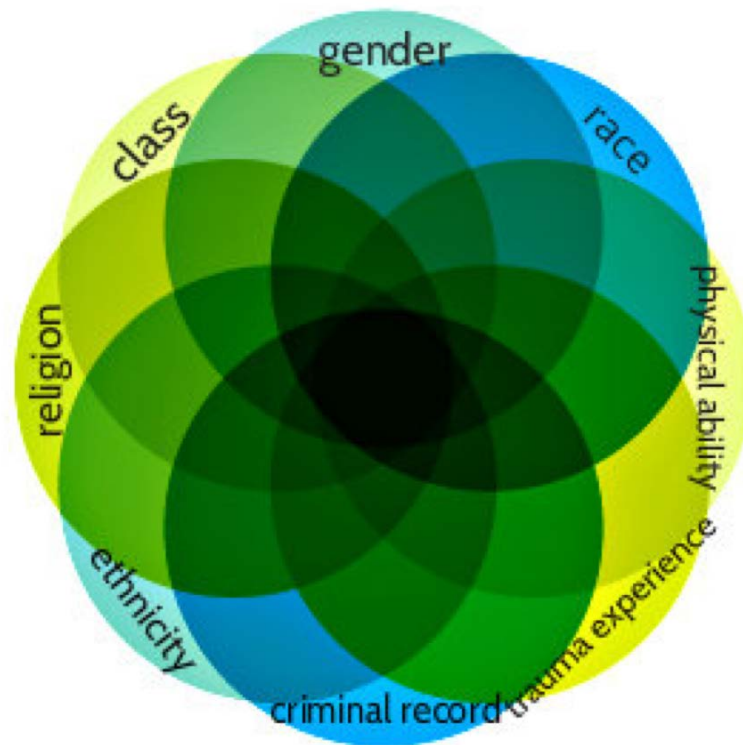
- Poor opportunity structure: Service availability, access to material resources, transportation, employment opportunities, concentrated poverty.
- Example: DV fatality reviews reveal that neighborhoods with sparse resources and high poverty are “hot spots” for domestic homicide.

## Race Based

- Differential treatment by law enforcement, prosecutors, lack of translation services
- Implicit racial bias in policies, protocols, remedies.



# Intersectional Identities Require Intersectional Approaches



# Are you putting a racial equity framework into practice?

If yes, in what ways? What's been challenging or complicated in doing that?

If no, what's been challenging or preventing work here?



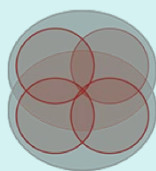
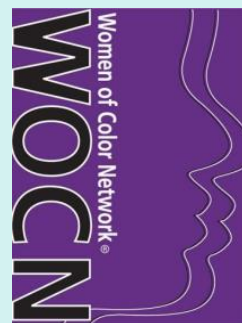
# Canary Revisited...

**“We must not pretend that the countless people who are routinely targeted by police are “isolated.” They are the canaries in the coal mine whose deaths, civil and literal, warn us that no one can breathe in this atmosphere.... Until their voices matter too, our justice system will continue to be anything but.”**

**—Justice Sandra Sotomayor, in her dissent re: Utah v Strieff**



# Racial & Economic Equity for Survivors Project (REEP)



**KIRWAN INSTITUTE**  
for the Study of Race and Ethnicity



**SOUTHWEST CENTER FOR LAW AND POLICY**

Camille Holmes

Bill Kennedy

This project is supported all or in part by Grant No. 2015-TA-AX-K016 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in the publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

# Purpose & Partners

- REEP seeks to increase grantee capacity to address racial and other structural and institutional biases that pose barriers to economic stability for survivors of domestic and sexual violence.
- Partners:
  - Women of Color Network, Inc.
  - Southwest Center for Law and Policy
  - Asian Pacific Institute on Gender-Based Violence
  - Casa de Esperanza
  - Texas Council on Family Violence
  - Kirwan Institute for the Study of Race and Ethnicity
  - Bill Kennedy, Race Equity & Impact Litigation Expert
  - Camille Holmes, Race Equity Expert & Facilitator
- Impact Sites:
  - Oklahoma City Artists for Justice
  - Enlace Comunitario





# Impact Sites: Identifying, amplifying, and strategizing to advance equity

“I think developing a racial equity frame will give us a language to analyze and frame these issues... To make visible what is often invisible, to decision-makers and sometimes even to the client and ourselves, and help us be more effective in our understanding and our systemic advocacy.”

--Antoinette Sedillo-Lopez,  
Executive Director, Enlace  
Comunitario



“The economic strain on survivors after sexual assault is tremendous... There aren't a lot of agency supports, then add in mistrust that Black women have of law enforcement and the Oklahoma Department of Human Services— women are less likely to seek even the supports they are eligible for.”

--Grace Franklin, Founder and  
Executive Director of OKC Artists  
for Justice



# Impact Sites: Identifying, amplifying, and strategizing to advance equity



**Enlace Comunitario** is a social justice organization led by Latino immigrants in Central New Mexico. Their mission is to eliminate domestic violence in the Latino immigrant community and to promote healthy families through comprehensive domestic violence intervention services in Spanish, community education, policy advocacy and leadership development.

Project Focus: protecting immigrant survivors' agency and access to economic justice by:

- ▣ Stabilizing and maintaining advocacy and outreach with immigrant survivors.
- ▣ Enhancing partnerships and building alliances to garner public commitment
- ▣ Ensuring immigration rights and due process
- ▣ Site leads: Bill Kennedy/Casa de Esperanza



# Impact Sites: Identifying, amplifying, and strategizing to advance equity



**OKC Artists for Justice** is a non-profit organization founded by African American, women artists in Oklahoma City. OKC Artists addresses violence committed against Black/African American women and girls through advocacy, outreach, and healing expression.

Project Focus: deepening analysis of challenges faced by African American survivors by engaging a racial equity lens:

- Strengthening their understanding of the challenges facing the community, particularly those posed by violence committed by law enforcement.
- Address the impact that delayed law enforcement engagement poses for survivors.
- Site Leads: WOCN & Kirwan



# Listening Sessions & Report

## Margins to Center Listening Sessions

***Purpose is to create dialogue across the field to inform survivor-driven systems advocacy and practice recommendations that enhance racial and economic equity for domestic and sexual violence survivors.***

## Showing UP Report

***Purpose is to dialogue-back with Listening Session conversations in order to aid self-reflection, challenge dominant narratives, support improved data collection and analysis, and to begin, continue, or advance conversations and work toward racial equity for domestic and sexual violence survivors and for all of us.***



a report on *From Margins to Center Listening Sessions*, an initiative of the Racial & Economic Equity for Survivors Project (REEP)

## showing UP

how we see, speak, and respond to racial inequity facing survivors of domestic and sexual violence

facilitated and authored in partnership  
Camille Holmes, TITLE  
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# Speaking, Seeing, Disrupting

## 1. HOW WE TALK ABOUT RACIAL INEQUITY FOR SURVIVORS

Listening Session participants expressed a range of ways that they and their organizations talk about and act (or don't) to address racial inequity for survivors: Not all participants saw racial bias and inequity or had an understanding of what constitutes racial bias and inequity, regardless of their own racial identity and experience. Others acknowledged white privilege and racial inequity in theory, but expressed discomfort or got defensive when talking about how it shows up in real life. Still others were eager to talk and do more about racial inequity but struggled to start conversations and effect change, or lacked tools and language to do so. And some, with greater depth of experience and tools, offered useful guidance for how we might more effectively engage others when talking about racial equity.

We highlight the insights, guidance and voices of those with a greater depth of experience, in the image below.

Each call surfaced concrete examples of the ways racial bias and barriers impact survivors of color. Participants also spoke about how this was mirrored within their organizations – that advocates and colleagues of color are often disenfranchised, silenced, and tokenized in the work. The calls also provided numerous examples of what advocates can do when talking about, listening to accounts of, witnessing, experiencing, processing, and addressing racial bias and inequity.

On the following page, we offer additional perspectives from participants, as well as some conversation starters and practice tips to help open dialogue and engage in the work for racial equity.

### HOW CAN WE SHOW UP FOR SURVIVORS WHEN RACIAL INEQUITY IS PART OF THE CONVERSATION?

#### ADVOCATES OF COLOR SAID:

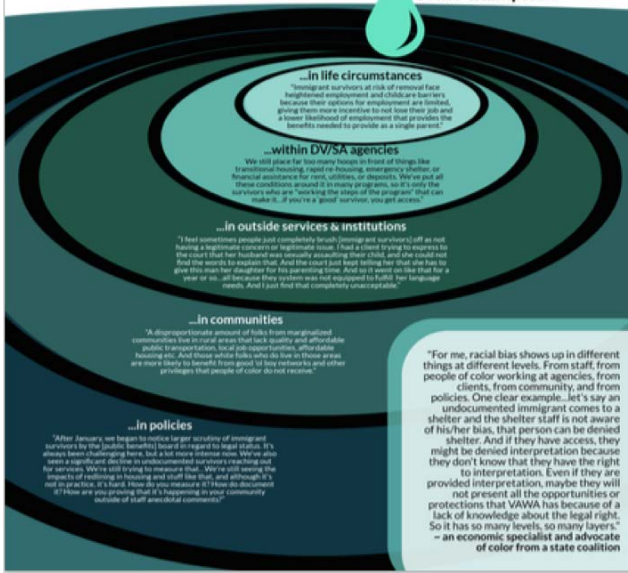


## 2. THE CUMULATIVE HARM OF RACIAL BIAS

Participants from all Listening Sessions highlighted shocking yet common ways that racial bias shows up for survivors and also manifests within their organizations. Many called for ways to measure and gather data or evidence of the harm that shows up for survivors because of their race, ethnicity, citizenship status, religion, gender identity, sexual orientation, and ability. Some want new skills to tools to help identify, examine, and talk about disparities. Others asked for evidence that can affirm what is known from experience in order to fuel advocacy efforts and build commonalities across experience.

Below is a set of narratives highlighting how racial bias permeates multiple aspects of survivors' lives. The cumulative weight of navigating racial bias across these levels is borne by the survivor facing racial bias rather than interrupted by the systems they interact with daily.

### How Racial Bias Shows Up For Survivors. Some examples...



## 3. SHOWING UP IN THE WORK

How do you and your organization "show up" to address racial inequity for survivors as well as for staff of color?

As one Listening Session participant noted, "We need to do inward and outward work for equity." While some participants shared steps their organizations have taken on the path to embody racial equity, others hadn't thought much about the connection between racial equity and issues in their organizations, some were frustrated or felt stuck in the status quo, and still others felt unsafe and oppressed in their organizations.

As another participant noted, there are "stages of engagement" – or a continuum of ways that individuals and organizations engage in racial equity advocacy. In this section, we map four types of engagement, as described by Listening Session participants, based on **Leadership & Organizational Policies** (the state of racial/gender equity within organizational structures and practices), **Staff of Color™** (experiences of inclusion and mutual respect, as well as oppression), **White Staff™** (beliefs & actions that reflect equity as well as bias), and **Programs** (the purpose, scope, and who is served by programs and services).

### HOW DOES YOUR ORGANIZATION ENGAGE IN RACIAL EQUITY?





# Inward & Outward Work for Equity: Becoming an Equity Ambassador

A Walk-a-bout

# Small Group Exercise

- ① What can I do?  
What internal work is required to address inequity?
- ② What can my organization do?  
What infrastructure, org policy, or leadership is required to address inequity?
- ③ What institutions, systems, or policies are at play in inequities?



# Small Group Exercise: Now Ask...

- ① What can I do?  
What internal work is required to address inequity?
- ② What can my organization do?  
What infrastructure, org policy, or leadership is required to address inequity?
- ③ What institutions, systems, or policies are at play in inequities?

**What innovative approaches or examples do I know of that may be helpful to me and/or others?**





# Small Group Exercise: Finally...

- ① What can I do?  
What internal work is required to address inequity?
- ② What can my organization do?  
What infrastructure, org policy, or leadership is required to address inequity?
- ③ What institutions, systems, or policies are at play in inequities?

What innovative approaches or examples do I know of that may be helpful to me and/or others?

**What partnerships are needed?**



# Putting it all together



# Final Discussion

How would you summarize what you learned from the group activity?

**Share-back: How would you re-tell your story from earlier? What has changed? What have you learned?**

What's your personal action plan across these levels?

If we were to approach the work through a racial and economic equity lens, what is one goal you think your organization, community, or state should work towards?

What's one thing you learned today that's really energizing or motivating you?



# Opportunities for Engagement, Resources & Announcements



# CSAJ Releases Guidebook!

## Guidebook on Consumer & Economic Civil Legal Advocacy for Survivors

A comprehensive and survivor-centered guide for domestic violence advocates and attorneys

### **Chapters Include:**

- Credit reporting and repair
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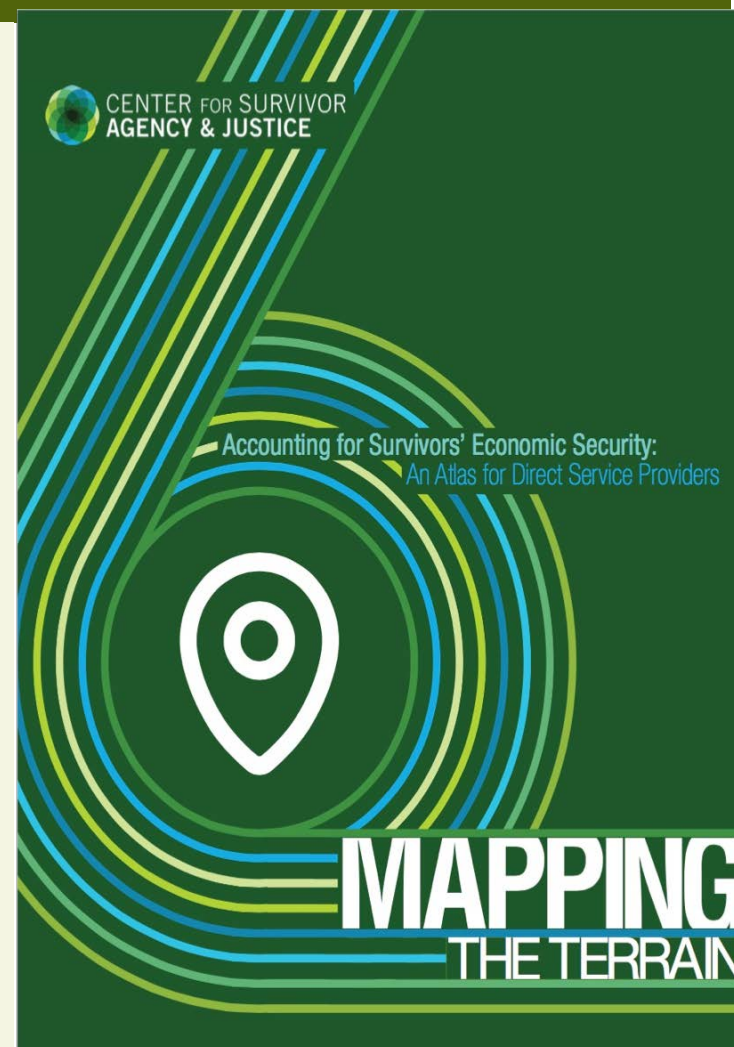
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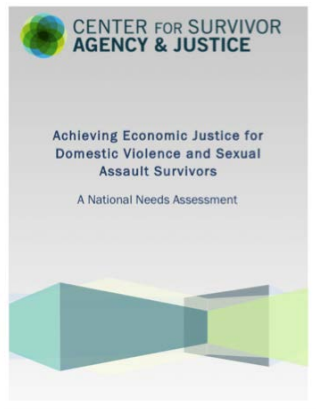
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# CSAJ Core Resources



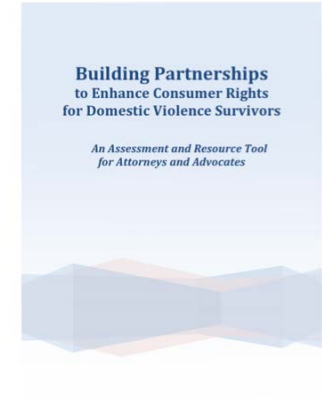
[CSAJ's National Needs Assessment Report](#)



[Economic Ripple Effect DV Report Article](#)



[CSAJ's Pilot Site Report](#)



[CSAJ's Assessment Tool for Attorneys & Advocates](#)

▣ [CSAJ's Resource Library](#)

▣ [Past webinars on consumer issues](#)





THANK YOU!