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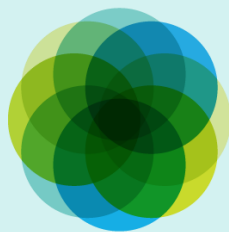
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Showing Up: How We See, Speak & Disrupt Racial Inequity Facing Survivors

Thursday, June 20th, 2019

1:00 – 2:30 PM



**CENTER FOR SURVIVOR
AGENCY & JUSTICE**



Mona Muro, Texas Council on Family Violence

Lisalyn Jacobs, Center for Survivor Agency & Justice, Just Solutions

Sara Wee, Center for Survivor Agency & Justice

Conversation Guide

Where are we? Temperature check on racial and economic equity work.

Where have we been / what have we learned? The Racial & Economic Equity Project (REEP) and Showing Up Report

How are we “showing up?” Doing the internal work

Where are we “showing up?” Doing the external work

Now what? Open discussion, reflection, and commitments

When you hear "racial equity" what comes to mind?

Does your org work on racial equity, economic equity, or both?

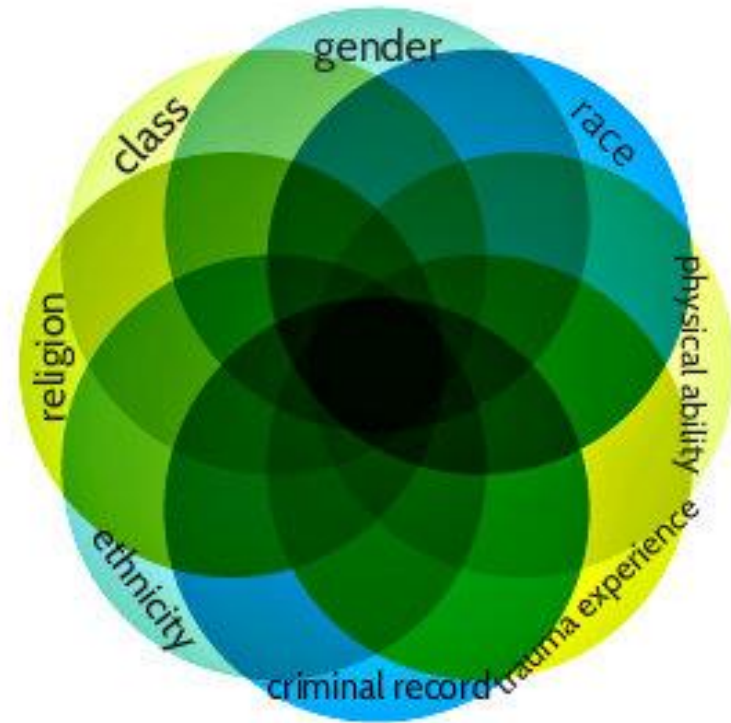
Racial equity

Economic equity

Both

Neither

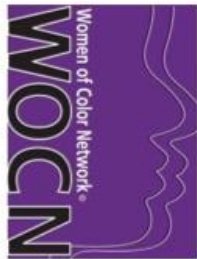
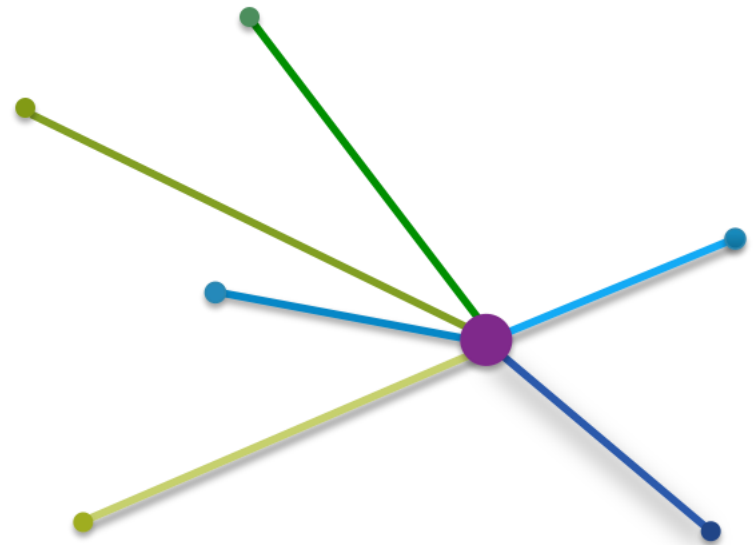
Seeks to increase capacity of the field to address racial and other structural and institutional biases that pose barriers to economic stability for survivors of domestic and sexual violence.



Racial & Economic Equity of Survivors Project (REEP)

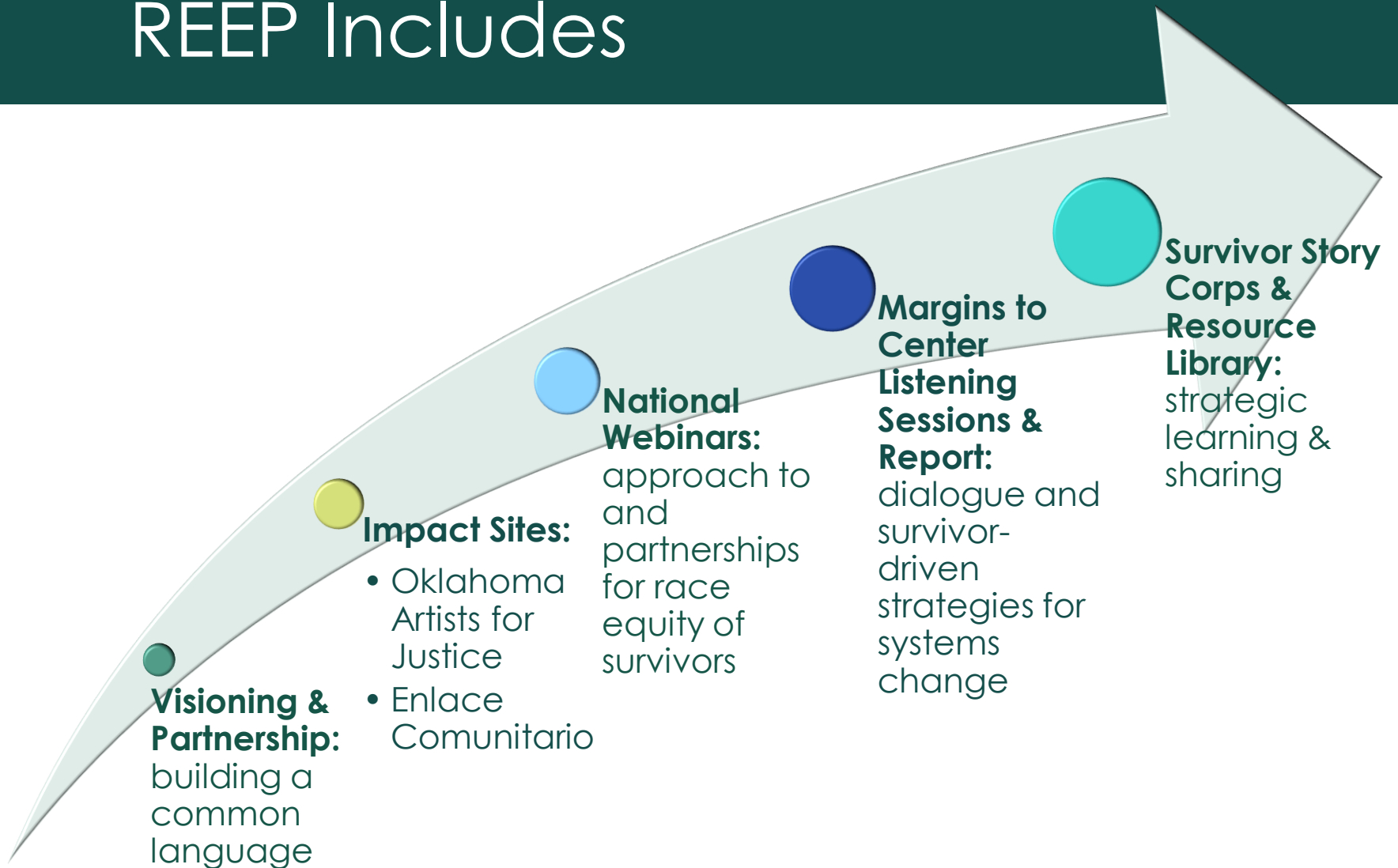
Our Partners

- 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 & Ethnicity
- Camille Holmes
- Bill Kennedy



& race equity partners, Camille Holmes and Bill Kennedy

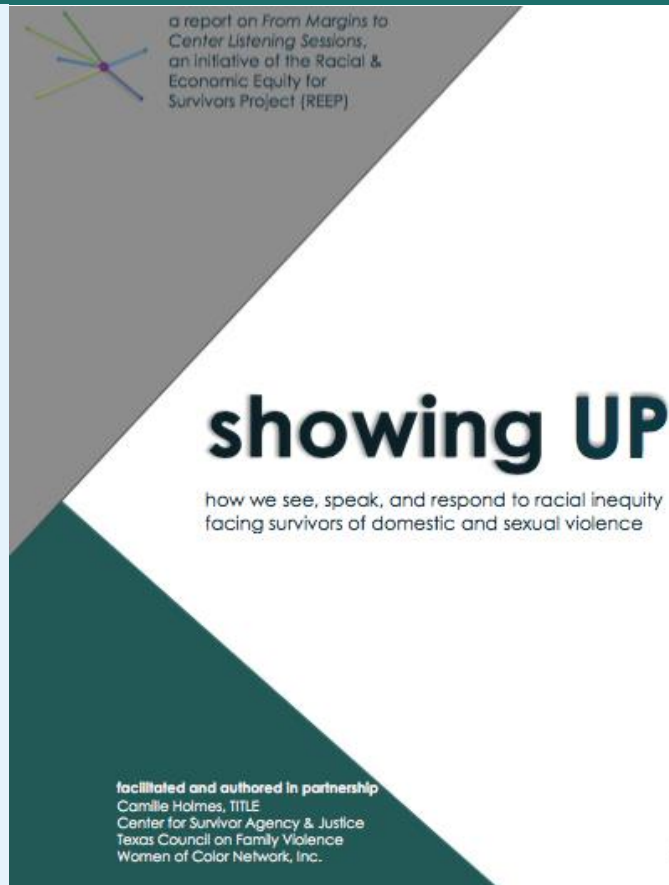
REEP Includes



“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.

[DOWNLOAD](#)



Listening Sessions & Report

Margins to Center Listening Sessions (Sept 2017)

Opportunity to create dialogue across the field about the **ways that racial inequity shows up** for survivors, in their work, and **to inform advocacy and systems change** that enhance racial and economic equity for domestic and sexual violence survivors.

-
- 3 CALLS: advocates of color who also identify as survivors;
 - 2 CALLS: attorneys sitting at unique intersections of law who are people of color and/or aspiring white allies;
 - 2 CALLS: economic justice or policy staff from state and tribal coalitions who are people of color and/or aspiring allies.

Speaking, Seeing, Disrupting

Talking About Racial Inequity

How have you practiced both self-examination and self-care when it comes to racism and racial bias in the work?

How could you foster more conversations with survivors about opportunities and barriers they face?

What are your organization's policies, practices, and protocols to address racial disparities for survivors? *Within your organization? Within the DV movement?*

What would you like your organization, community, or state to look like or be doing in 1 year, 5 years, or 10 years?

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 all 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 pages, 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:



Speaking, Seeing, Disrupting

Cumulative Harm of Racial Bias

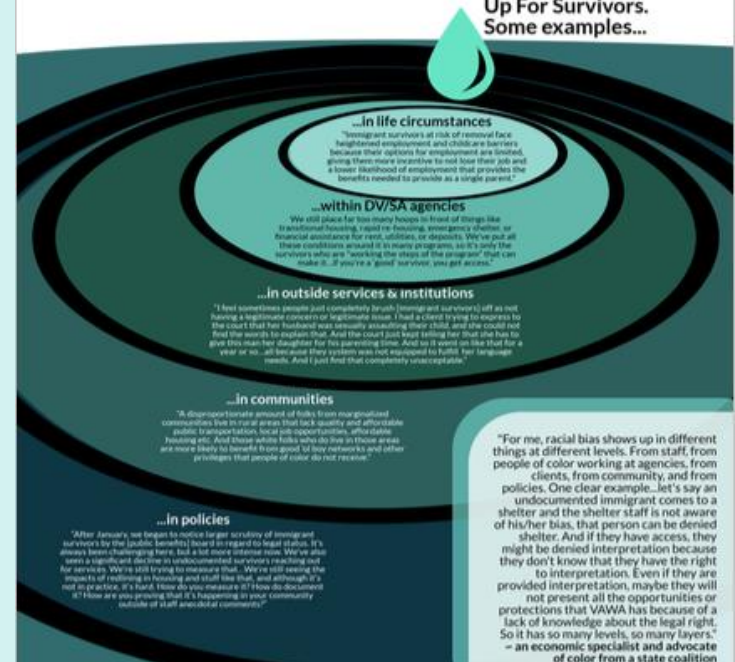
“There was a survivor who was staying at the shelter who was already accepted into the transitional housing program.... She was a woman of color with one small child. But the staff at the shelter knew little to nothing about her actual circumstances...there was this constant stream of complaints about her because she was always breaking curfew. So, I was hearing stories about this person we need to exit because she kept breaking curfew.”

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 survivors facing racial bias rather than interrupted by the systems they interact with daily.

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



Speaking, Seeing, Disrupting

Showing Up in the Work

→ Discomfort & Pushback

→ Just Not the Norm

→ We're in an Awkward Place

→ Mindful & Working At It

- Organizational Structure
- Staff Experiences
- Program Characteristics

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 structure 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?



Speaking, Seeing, Disrupting

Doing Our Work

Needs: “Create avenues for conversations with survivors, colleagues, and staff; acknowledge racial bias and difficulty of navigating systems.”

Wisdom: “Do your own work. Do the inward and outward work for equity.”

Innovations: “To what extent and who at every level of an organization is carving out space to allow that wisdom that is generated from partnerships to really infuse the organization.”

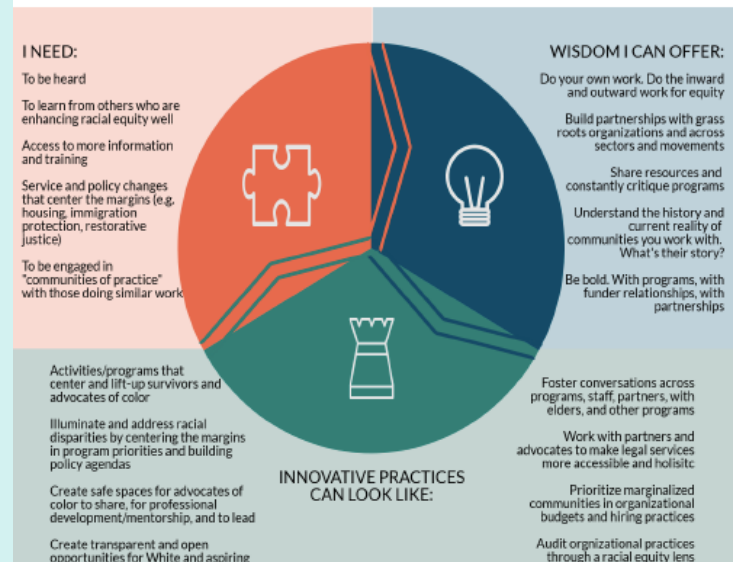
4. DOING OUR WORK: NEEDS, RECOMMENDATIONS, & INNOVATIONS FROM THE FIELD

In the last section, *Showing Up In The Work*, we asked where you would place yourself and your organization along “stages of engagement” in racial equity. This section offers strategies that each Listening Session affinity group identified – advocates of color who also identify as survivors, aspiring ally and attorneys of color sitting working in unique contexts, and coalition economic justice or policy staff who identify as aspiring allies or people of color. These strategies were directed at themselves – to continue learning and advancing racial equity – and well as for others in the field.

What other strategies have you used that have worked well to address racial inequity? What other innovative ideas can you think of that are not listed here?

The suggestions provided by Listening Session affinity groups are listed in full on the following page, but also summarized below. Listening Session participants drew connections between their **Individual and organizational needs** to engage in racial equity as well as to heal from harm, shared their **wisdom and offered learning** to others in the work, and exchanged a range of inspiring and **Innovative practices**.

See fuller descriptions of some innovative practices Listening Session participants shared in Appendix C.



Questions?

Internal Work: How are we “showing up?”

In what ways are TCFV & CSAJ doing their own internal work?
What are we seeing other organizations do?

TCFV Internal Work

- EJ departmental prioritization & Cross departmental prioritization
- Changemakers of Color
- Change Council

CSAJ Internal Work

- **Challenge: "we're small with limited resources"**
 - "Authentic partnership" (talk/dream/plan early and often, not last minute, not tokenizing)
- **Challenge: "we're already feminist led"**
 - Intentional hiring
 - Common Language & Concrete Practice (living values)
 - Cross-Cutting, Synergistic Org Model: Aspirational
- **Challenge: "Anti-poverty work IS anti-racist work, right?"**
 - Common language (full oppression framework)
 - Be explicit about equity goals in grants and strategic plans
[\(SMART\[IE\]\)](#)
 - Looking outside DV/SA community
 - How do we "show up" in community?

External Work: Where are we “showing up?”

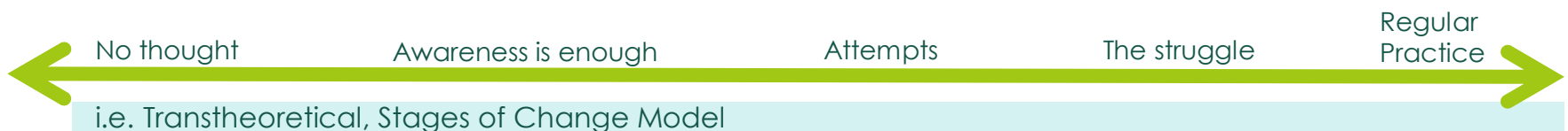
Practices and tips from the field.

Evaluating EJ work through equity lens work TCFV

- EJ departmental prioritization
- Engaging Immigrant Survivors in Communities
- Changemakers of Color
- Stateplan-

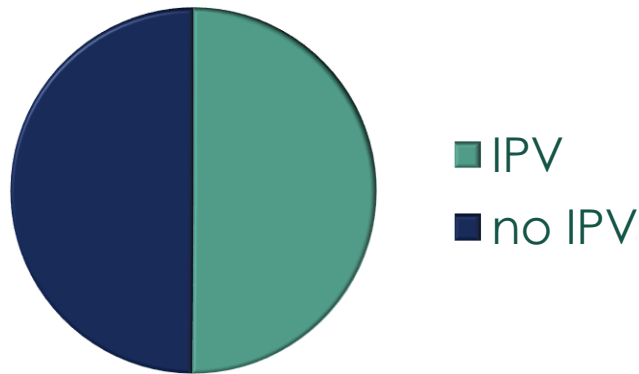
Coalition Research Project (findings)

- 2 phases: Data index to “map” inequity; interview 5 coalitions in “challenging landscapes”
- Preliminary findings about how coalitions “do the work” (or not):
 - **Oppression Consciousness** – rooted in state culture/story & data
 - **Equity Analysis** – easily talk about impacted populations & issues (contextualized by DV experience)
 - **Equity Commitments** – active rethinking of philosophy, mission, values (directly inform programs)
 - **Navigating Internal and External Context** – leadership matters, funding matters
 - **Prioritizing** – input, membership, dialogue, pilot projects
 - **Developing a Practice** – data driven, survivor driven, representative, critical (embrace hard decisions/changes)

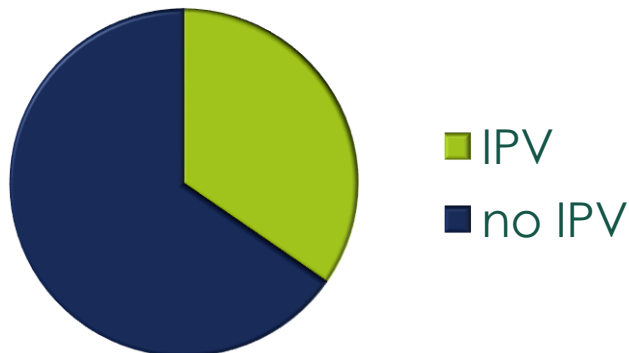


Ex. Disparities in Violence in NC

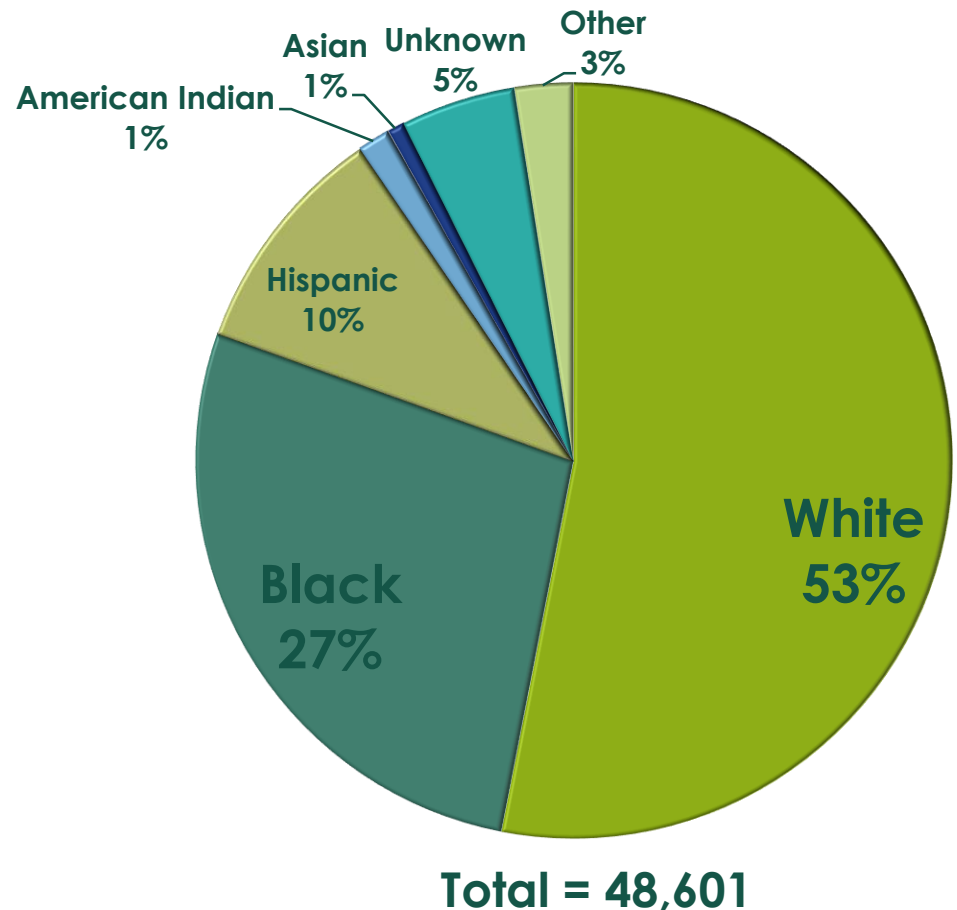
Lifetime IPV among Black women in NC



among White women in NC



DV Clients in North Carolina, July 2015-June 2016



Discussion

**How are you feeling? (uncomfortable,
energized, etc.)**

**What challenges are you facing or do you
anticipating facing in doing racial and
economic equity work?**

Multilevel Commitments

- What's one thing you (personally) will do to further racial equity at your organization?
- What can my organization do? What infrastructure, org policy, or leadership is required to address inequity?

...volunteers to share?

...as you leave, post stickies on butcher paper as you leave.

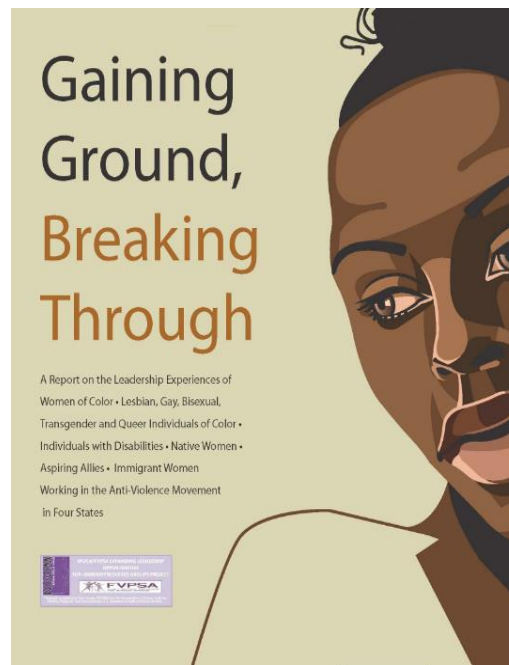
Closing

Resources

WOCN Resources



[Economic Policy & Leadership Field Reports](#)



[Gaining Ground, Breaking Through Leadership Report](#)
(companion report for allies)



[Jagged Justice Project](#)

[Jagged Justice](#)

Resources

Race Equity Tools

The screenshot shows the homepage of the Racial Equity Tools website. At the top, there is a navigation bar with the site name and links for HOME, ABOUT US, GLOSSARY, and FAQ, along with a search box. Below this is a horizontal menu with six categories: FUNDAMENTALS, PLAN, ACT, EVALUATE, CONNECT, and CURRICULA. The main content area features a large image of a library bookshelf on the left. To the right of the bookshelf is a text box that reads: "RACIAL EQUITY LIBRARY 1900+ resources that can help you create change in your community. Explore the site or click to view our newest resources." To the right of the text box are four vertical panels, each with an icon and a "LEARN MORE" link. The panels are: 1. A book icon with the text "Learn concepts. Find data, lists & tips." 2. A clipboard icon with the text "Examine issues and plan." 3. A right-pointing arrow icon with the text "Identify strategies and communicate." 4. A lightbulb icon with the text "Evaluate progress and results."

<https://www.racialequitytools.org/home>

Debiasing Tools



<https://implicit.harvard.edu/implicit/langchoice/canada.html>

<http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>

<https://www.raceforward.org/practice/tools>

Resources

Haas Institute



AREAS OF WORK



LEARN MORE



LEARN MORE



LEARN MORE



LEARN MORE



<https://www.racialequitytools.org/home>

Mapping Tools



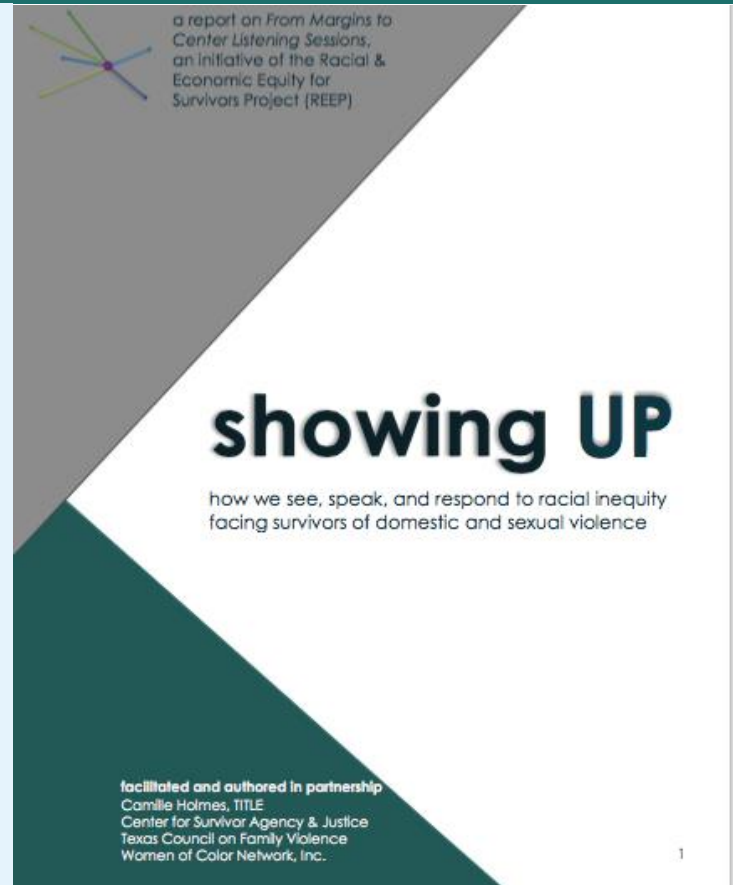
Opportunity Mapping Issue Brief:
http://kirwaninstitute.osu.edu/wp-content/uploads/2013/09/FINAL_OM_9-5.pdf

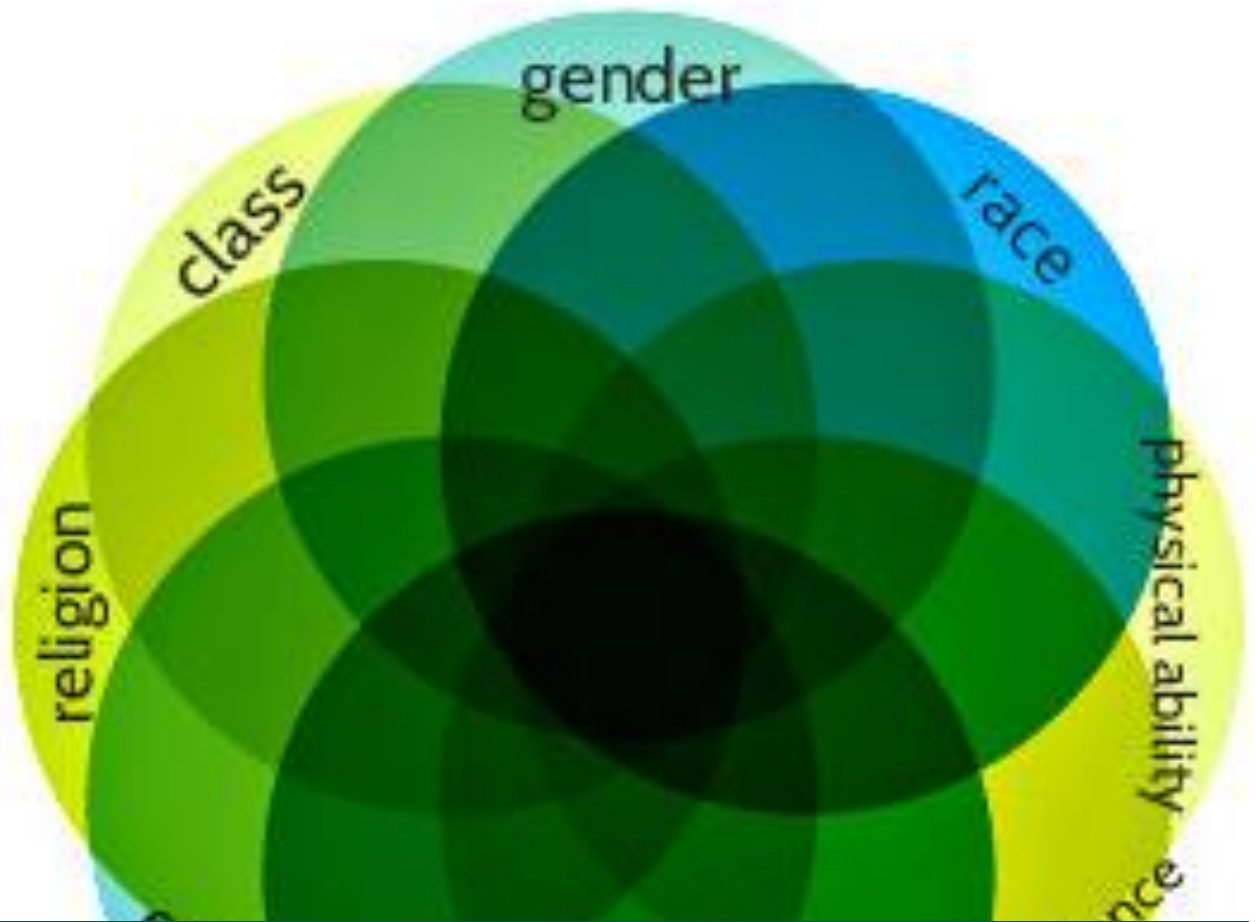
Opportunity Communities Project:
<http://kirwaninstitute.osu.edu/researchandstrategicinitiatives/#opportunitycommunities>

Listening Sessions & Report

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THANK YOU!

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