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

Thursday, June 20th, 2019
1:00 – 2:30 PM

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

Visioning & Partnership: building a common language

Impact Sites:
- Oklahoma Artists for Justice
- Enlace Comunitario

National Webinars: approach to and partnerships for race equity of survivors

Margins to Center Listening Sessions & Report: dialogue and survivor-driven strategies for systems change

Survivor Story Corps & Resource Library: strategic learning & sharing
“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]

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

facilitated and authored in partnership
Camille Holmes, MDE
Center for Survivor Agency & Justice
Texas Council on Family Violence
Women of Color Network, Inc.
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.
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?
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.”
Speaking, Seeing, Disrupting

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 race equity, others
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
races/gender equity within organizational structure and practices), Staff or Color* (experiences of inclusion
and mutual respect as well as oppression), White Staff** (behaviors & actions that affect 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?

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
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.”
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)

No thought - Awareness is enough - Attempts - The struggle - Regular Practice

i.e. Transtheoretical, Stages of Change Model
Ex. Disparities in Violence in NC

Lifetime IPV among Black women in NC
- IPV
- no IPV

among White women in NC
- IPV
- no IPV

DV Clients in North Carolina, July 2015-June 2016
- White 53%
- Black 27%
- Hispanic 10%
- Asian 1%
- American Indian 1%
- Other 3%
- Unknown 5%
- Total = 48,601

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

Source: NC Council for Women, 2015-2016 Report:
https://nccadv.org/domestic-violence-info/nc-stats
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

Gaining Ground, Breaking Through

Jagged Justice Project

Economic Policy & Leadership Field Reports

Gaining Ground, Breaking Through
(Companion Report for Allies)
Resources

Race Equity Tools

https://www.racialequitytools.org/home

Debiasing Tools

https://implicit.harvard.edu/implicit/langchoice/canada.html
https://www.raceforward.org/practice/tools
Resources

Haas Institute

Opportunity Communities Project: http://kirwaninstitute.osu.edu/researchandstrategicinitiatives/#opportunitycommunities
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THANK YOU!
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