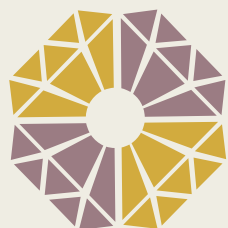


# **MEETING THIS MOMENT: MOVING TO TRANSFORMATIVE ACTION IN COMMUNITIES**





Thriving, healing and  
hurting can all  
happen  
simultaneously.” –  
Arlene C. Vassell



# National Resource Center on Domestic Violence

The National Resource Center on Domestic Violence ([www.nrcdv.org](http://www.nrcdv.org)) provides a wide range of free, comprehensive, and individualized technical assistance, training, and specialized resource materials.

**Mission:** To strengthen and transform efforts to end domestic violence.

## NRCDV STANDS.

**WE STAND** with individuals and groups who have been targeted, degraded, threatened, or marginalized because they are Native Americans, people of color, immigrants, women, Muslims, LGBTQ, or people with disabilities.

**WE STAND** against white supremacy, racism, misogyny, anti-Semitism, homophobia, transphobia, xenophobia, and all other forms of structural oppression.

**WE STAND** with survivors of domestic and sexual violence, especially those most vulnerable and with limited access to services and protection.

**WE STAND** together in celebration of the rich diversity of people in this country and the vitality and strength they bring to our communities and society.

**WE STAND** with those who embrace self care and community connection as necessary and powerful for social change.

**WE STAND** with other activists and organizations who continue to work passionately for gender, racial, economic, and social justice for ALL.



November 11, 2016

# NRCDV STANDS

**NRCDV KNOWS THAT DOMESTIC VIOLENCE IS PREVENTABLE  
AND ENDING DOMESTIC VIOLENCE TAKES VISION.**

WE PROMISE to lead boldly in centering and amplifying voices of survivors and traditionally marginalized communities.

WE PROMISE to make you feel Valued, Inspired, Equipped, and Informed, in each and every interaction you have with NRCDV.

WE PROMISE to provide opportunities to make you feel Invested and Connected in the movement to end domestic violence.



**National Resource Center  
on Domestic Violence**

### ***NRCDV's Theory of Change***

***If we center the lived experiences of survivors of color in order to end systemic racism, we will attain safe and thriving communities.***

# For Our Time Together...

- Understanding the Intersections
  - *Lessons learned from twin pandemics and impact and connection to our work to end intimate violence.*
- Exploring opportunities to reimagine, redefine, and expand our collective goals, priorities, and direction.
- Pivoting towards transformative action in our communities.



# Victim

For this training, “victim” is used because the word is widely understood to differentiate the person *experiencing violence* from the person *who batters* and conveys the harmful reality of violence; but, while “victim” is used throughout the presentation to refer to people who have experienced abuse, those same persons may refer to themselves in a myriad of ways, *including survivor, battered person, etc..*

# Gender



There are women who are the victim of a male or female partner. There are men who are the victim of a male or female partner. Because a man abusing a female partner is by far the most common, “she” or “woman” is most frequently when referring to a victim and “he” or “man” when referring to those who batter. ***All victims deserve advocacy that is accessible and helpful, and that they define.***



# What is trauma?

Judith Herman, MD, author of *Trauma Recovery*—states that traumatic events:

- 1) render victims helpless by overwhelming force;
- 2) involve threats to life or bodily integrity, or close personal encounter with violence and death;
- 3) disrupt a sense of control, connection and meaning;
- 4) confront human beings with the extremities of helplessness and terror; and
- 5) evoke the responses of catastrophe.

# Trauma

- An incident or event that is **threatening or is perceived as threatening** and overwhelms a person's normal coping skills
- Threat to **physical or psychological integrity** of self or others
- Life altering events

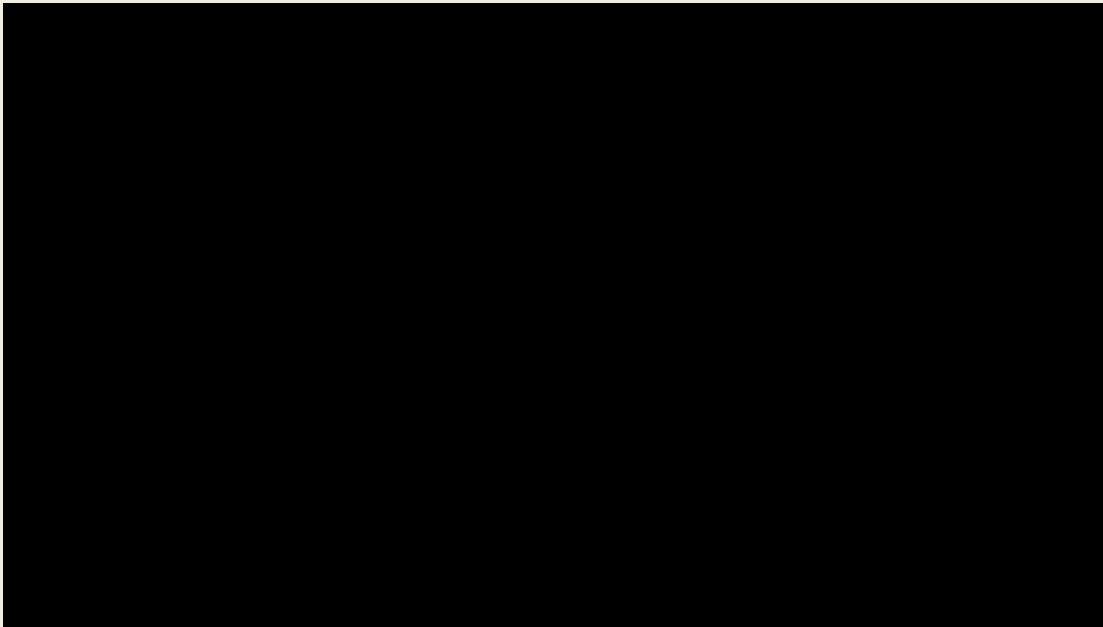
- **Individual Trauma:** The unique individual experience of an event or enduring condition in which:
  - *The individual experiences a threat to their life or to their psychic or bodily integrity (or to a loved one)*
  - *The individual's coping capacity and/or ability to integrate their emotional experience is overwhelmed*
- **Collective and Historical Trauma:** Cumulative emotional, psychological and spiritual wounding over the lifespan and across generations emanating from massive group trauma experiences.

# Trauma: Understanding the Intersections



- Violence
- Oppression
- Marginalization

# The Intersections Between Domestic and Sexual Violence, Race and Housing Insecurity

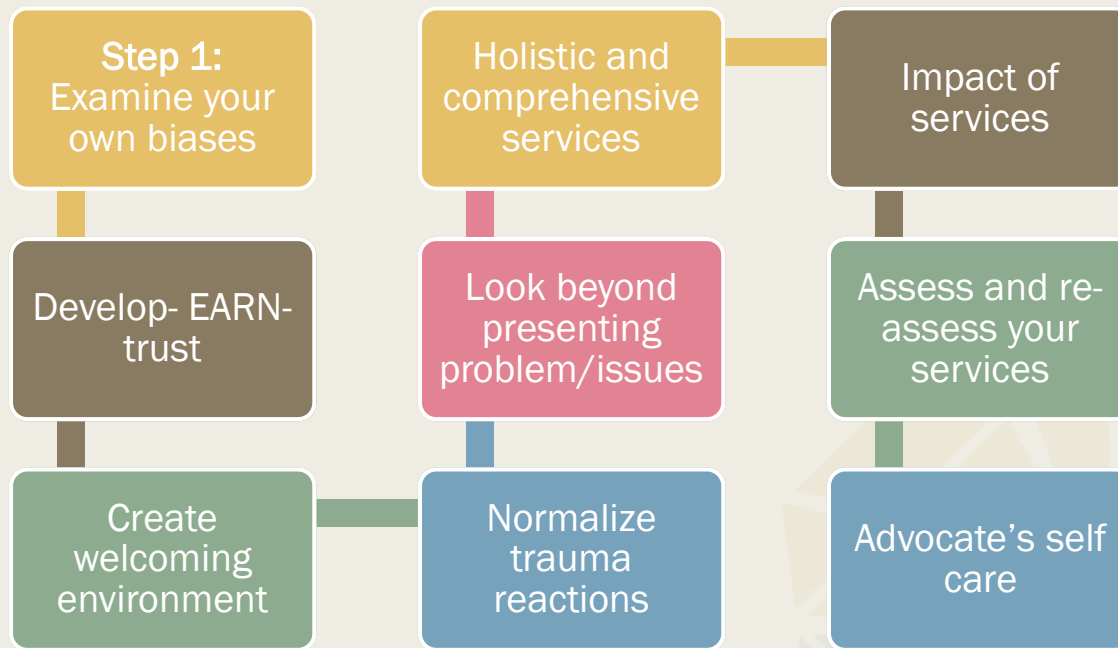


“Intersectionality at the center of all messages. Need more than just anti-racism focus. Getting bolder about all messaging to be centered in Anti-blackness and habits of white supremacy. Augment work with men’s engagement efforts specially for those who have caused harm/survivors. Men on the margins of the margins. Anything around hope and healing for all of us. Create a future together. ”

- Lina Juarbe Botella, A Call to Men, DVAP Advisory Group Member

# Trauma-Informed Advocacy


- Trauma-informed Advocacy is an approach (consistent practice) to engage survivors with histories of trauma that recognizes the presence of trauma symptoms and acknowledges the role that trauma has played in their lives.
  - *Assume that people are doing the best they can at any given moment to cope with life-altering effects of trauma.*
  - *Create space and opportunities for individuals to restore a sense of hope, stability and predictability.*







Prevent re-traumatization

- *Prioritize safety*
  - *Focus on resilience*
  - *Recognize impact of structural racism*
- 

## Guiding Principles of Trauma-Informed Interventions

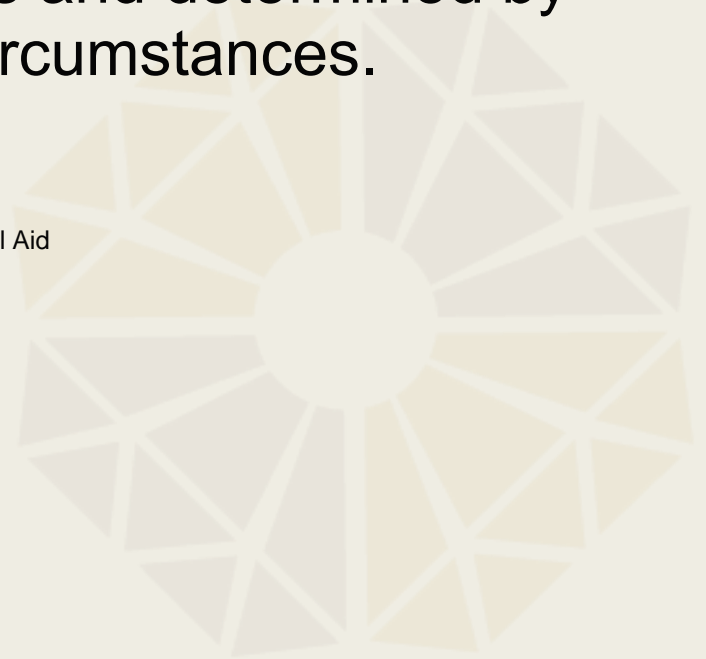
# Trauma-informed Intersectional approach

- Acknowledge - multiple, systemic barriers
- Recognized unique challenges faced by children, youth and families who are in the margins- of the margins
- Center the voices of individuals most impacted
- Value and honor diversity/various cultures (cultural humility)
- Collaboration across social justice issues (with community –based organizations serving children, youth and families- WELL! - as defined by the community)
- Examine inequities (within organization and community)
- Get to know the community you serve = ongoing presence
- Long term investment in community
- Support and build upon existing positive outcomes – in organization and community

# Victim-defined Advocacy

Each solution is built from the perspective, priorities, and culture of victims. What to build is guided by advocate analysis and determined by victims' decisions and life circumstances.

\*BCS Approach: NRCDV in collaboration with Greater Hartford Legal Aid

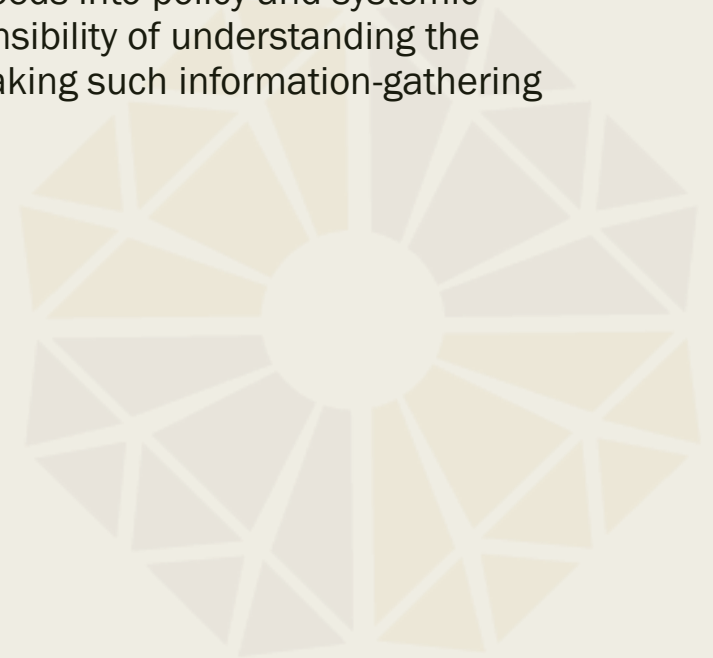


# Victim-Defined Advocacy- Individual Level

- Victim-defined advocacy with individual victims is an approach that ensures each victim's experience of violence, culture, and life circumstances determines the direction and focus of advocacy and safety strategies.
- Advocates work with victims to share information, analysis, and resources, and then to implement the strategies each victim decides to pursue.
  - *Understanding each victim's unique situation and viewpoint*
  - ***The result of victim-defined advocacy is a comprehensive plan to reduce/stop the violence and make life better for the victim and her children.***
  - *Victim-defined advocacy is a straightforward and comprehensive framework which, in practice, requires a wide range of skills, knowledge, and judgment.*

# Victim-Defined Advocacy- Systemic Level

- Systemic victim-defined advocacy is an approach that ensures the range of victims' experiences of violence, cultures, family and life circumstances determine the direction of strategic efforts to improve systemic responses.
- Advocates integrate their knowledge of victims' needs into policy and systemic analysis and advocacy. Advocates have the responsibility of understanding the diverse needs and perspectives of victims and making such information-gathering an ongoing part of advocacy.



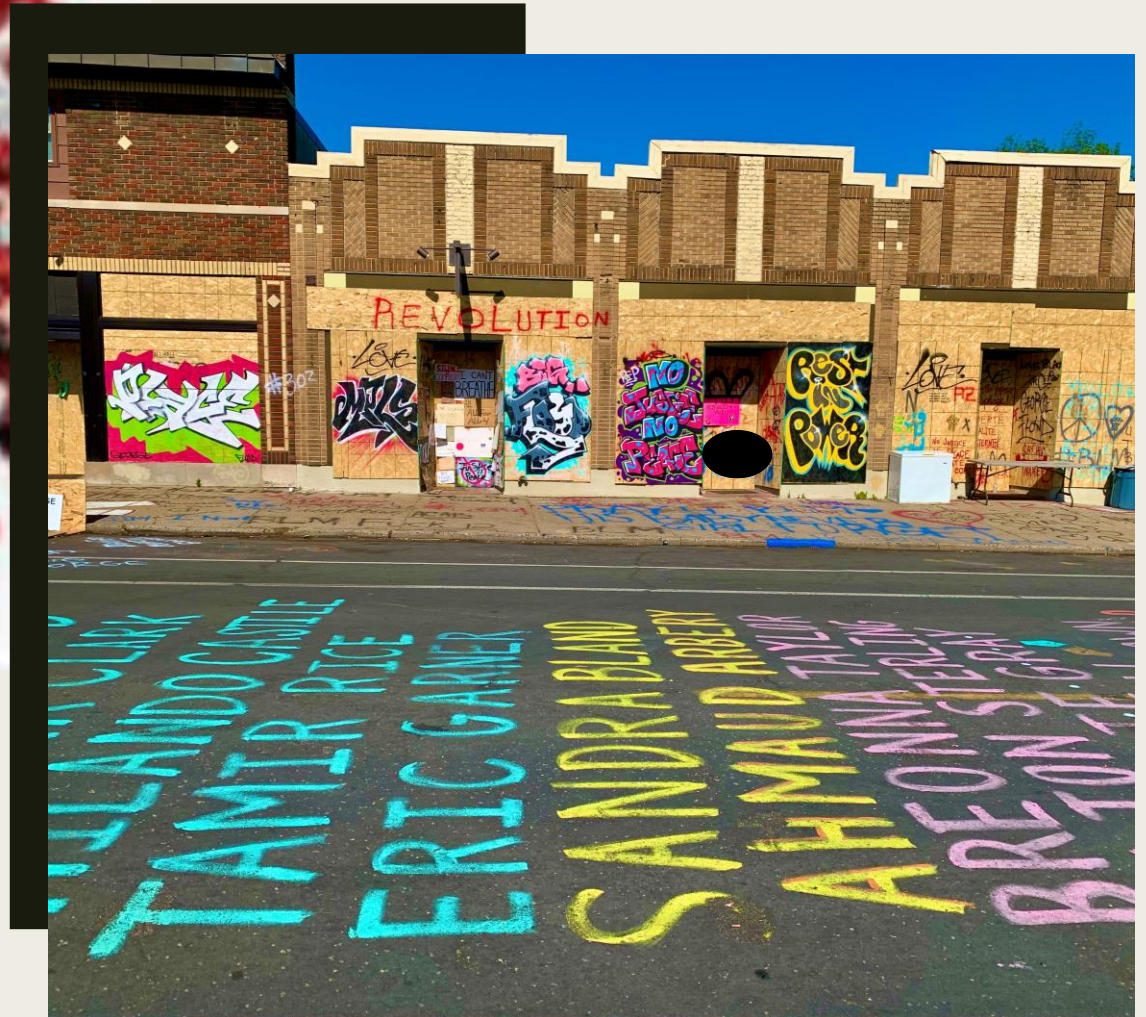
# Critical Thinking

Advocates' analysis responds to **victims' circumstances and perspectives**. The analysis considers domestic violence, victim safety, poverty, children's well-being, reduction of violent behavior, along with **resource and other strategic factors**. Thinking critically is about meaningful and integrated consideration of inter-related issues.

- Victims' safety considerations raise core critical thinking questions necessary to build comprehensive solutions:
  - *How can my partner's violence be reduced or stopped?*
  - *How will I meet my family's basic needs?*
  - *How can I help my children?*
  - *Will life be better if I stay or if I go?*
  - *Who will help me get what I need to be safe?*







The pandemic of racial injustice, systemic oppression, and exploitation continues to rage across the country, causing many losses. Recent events, unfortunately, highlight significant and longstanding health and economic disparities among African Americans and other racial and ethnic groups. Such gaps in treatment reflect inequality and continue to cause immeasurable pain to Black communities, which reverberates throughout America today.

We condemn the killings of unarmed Black individuals across the country, which has led to premature death – those victims that are named and those that continue to remain nameless for their safety. We refuse to stay silent when we witness disparate treatment based on race and ethnicity alone, over and over again. We must not ignore the cruelty and injustice of domestic violence, family violence, and community violence.

Domestic violence is inextricably linked to all forms of violence, and to end domestic violence, we must dismantle anti-Blackness, other types of racism, discrimination, and structures that perpetuate oppression. We will stand and support our allied domestic violence organizations committed to attaining similar goals....



# Racial Justice is Our Work

DO NOT STOP AT CARING ABOUT POLICE BRUTALITY. CARE ABOUT WAGE GAPS. CARE ABOUT MEDICAL DISCRIMINATION. CARE ABOUT REDLINING. CARE ABOUT BIAS IN EDUCATION. CARE ABOUT PUBLIC PLANNING. CARE ABOUT VOTER SUPPRESSION. CARE ABOUT PRISON ABOLITION. CARE ABOUT HIRING INEQUALITY AND WORKPLACE DISCRIMINATION. CARE ABOUT THE EFFECTS OF CAPITALISM. CARE ABOUT EVERY OTHER ASPECT OF LIFE THAT IS INFECTED BY RACISM. KEEP CARING. EVERY DAY.



@thinkingabolition

# Communities of Color

- Different attitudes and expectations about help-seeking.
- *Mainstream* intervention methods generated barriers.
- Biases in delivery of services/responses by the legal system.
- Mistrust of mainstream formal systems.
- The over representation of white people in positions of leadership-with real decision-making power.
- *Formal* systems that do not include relevant or alternative resources.
- Structural & institutional racism.

The background of the slide features a light gray field with several large, faint, white question marks and the word "Why?" scattered across it. A vertical black bar is positioned on the left side of the slide.

**"African American children and youth, who are among the most likely members of society to be exposed to trauma, are also among **the least likely** to receive the services that could prevent the development of trauma-related emotional and behavioral difficulties."**

# Gender Violence Fueled by Systemic Oppressions

## **Patriarchy, Racism Capitalism, and other Systemic Oppressions**

– Dynamic systems of power and dominance where groups of people are oppressed based on gender and other identities.

## **Government, Courts, Schools, Religious Institutions, and other**

– May educate and enforce oppression and dominance.

**Families, Friends, and  
Peers** – Influences us to accept discrimination (i.e. sexism), inequity (i.e. strict gender roles) or oppression.

**Individuals** - May choose to discriminate or use violence that is fueled by a dynamic system of power and dominance.

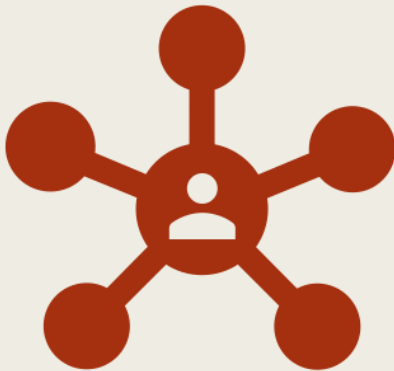


This illustration shows how individuals, families, friends, and peers, community, and larger societal institutions are interconnected. Individuals do not act in isolation and are influenced by contexts and social structures in which we live.

# Racial Justice Strategies: A Framework for Progress

- **Individual approaches** focus on building the knowledge, awareness, and skills of individuals to increase cultural and racial awareness, confront prejudices and stereotypes, and address power dynamics, racism, internalized white supremacy, and internalized racism.
- **Intergroup approaches** bring people of different racial and ethnic identity groups together to dismantle stereotypes, build relationships of trust and work together to solve problems and conflicts together.
- **Institutional approaches** focus on strengthening the capacity of organizations and institutions to communicate about race, organize and mobilize for change, and advocate for more inclusive policies and institutional practices that reduce disparities and promote racial equity.

All three approaches address important aspects of the change process that are required to make progress on racial equity. Although each strategy has value by itself in the appropriate context; when they are combined together aligning efforts at multiple levels (e.g., individual, intergroup and institutional) breakthrough changes become more likely.



Imagine a safe and racially equitable community. What does that/it look and feel like?

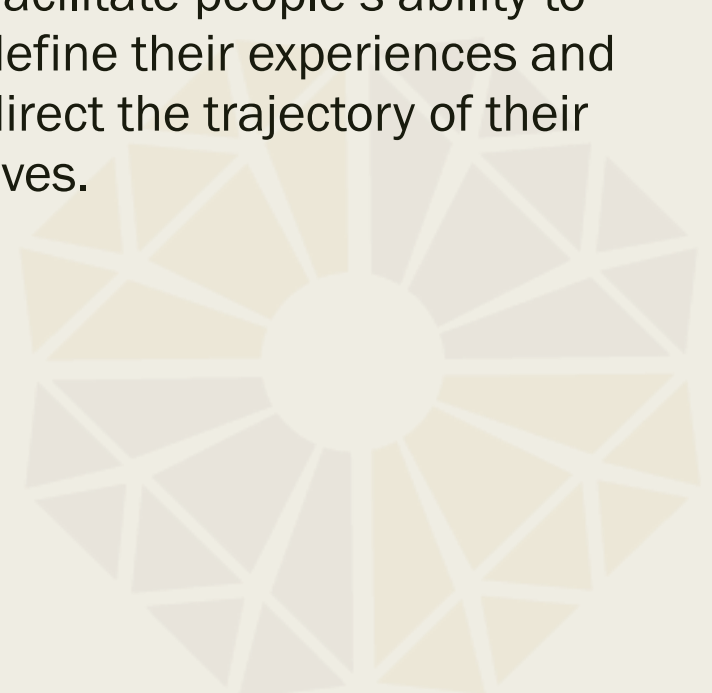








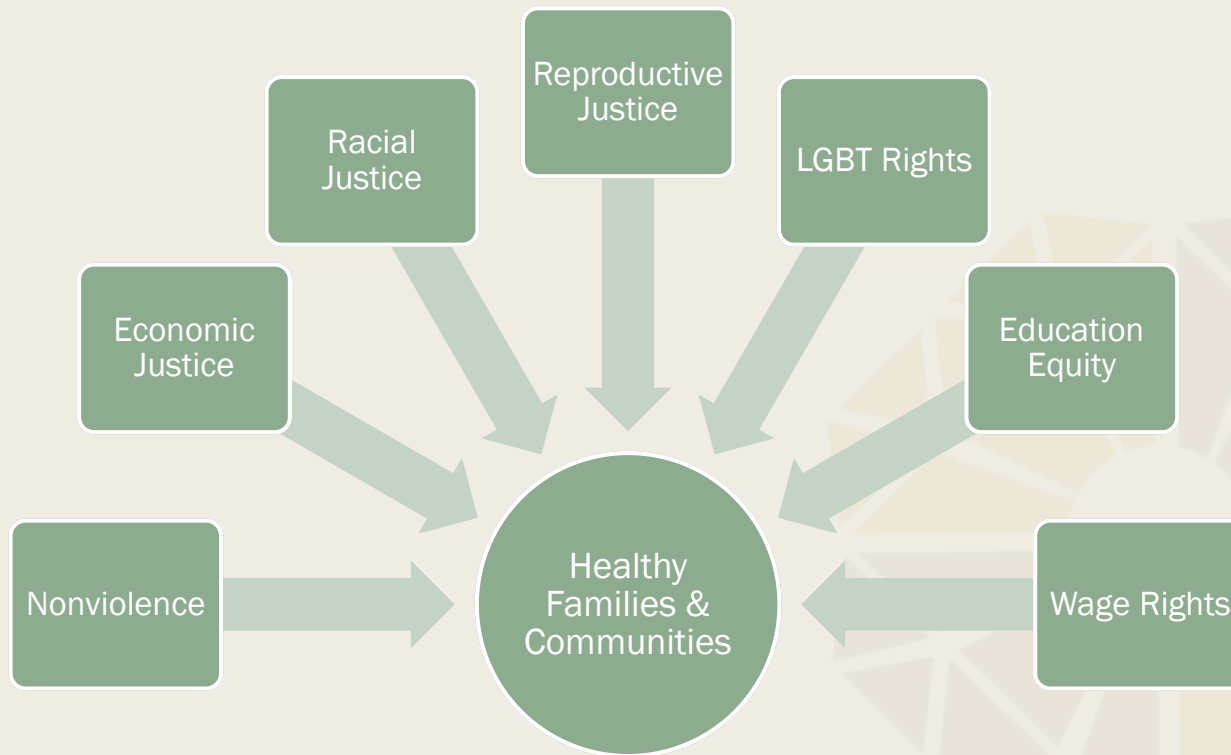
- **Partnership:** Establish transformational partnerships that shift power to communities.
- **Equity:** Implement approaches that are responsive to the connection between family violence and other forms of oppression that impact people's lives.
- **Storytelling:** Capture stories and spread their impact using a wide range of interpersonal, cultural, and research and evaluation approaches.
- **Centering Lived Experiences:** Facilitate people's ability to define their experiences and direct the trajectory of their lives.



- **Healing:** Create a wide array of pathways to healing for all people impacted by violence powered by individual, family and community relationships.
- **Accountability:** Establish practices that hold people who use violence responsible, repair harm caused by people and systems, and change the conditions that perpetuate violence.
- **Safety:** Build programs and systems that prioritize adult and child survivors' interests equally to address their physical, spiritual, emotional, social and environmental safety.

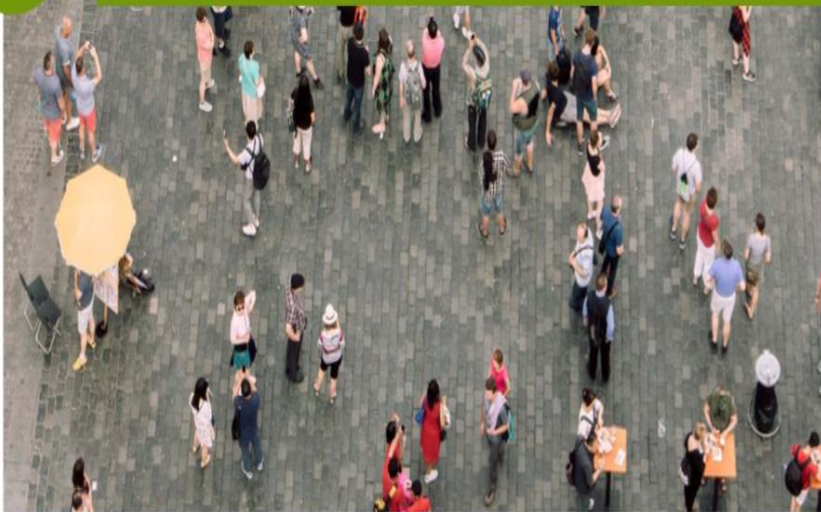
[www.promising.futureswithoutviolence.org](http://www.promising.futureswithoutviolence.org)

# Shared Horizon





# Finding Common Ground



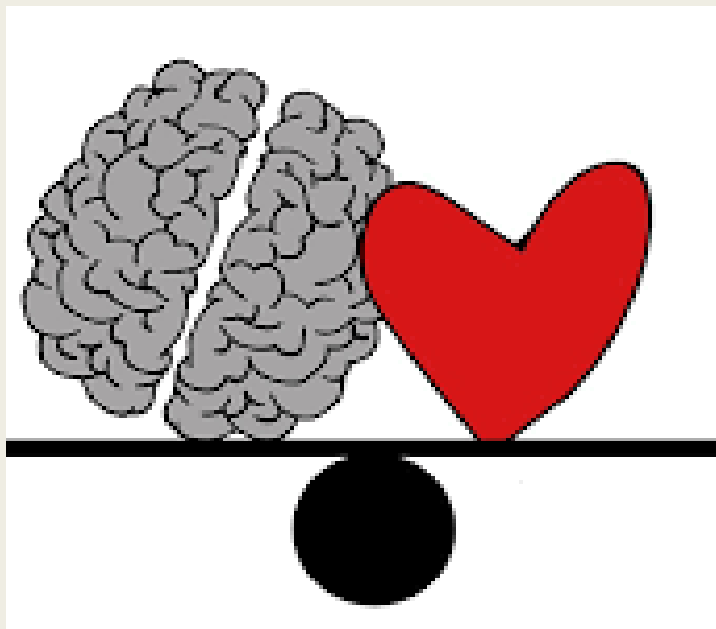
- Identifying Shared Principles
- Honoring, Valuing and Involving the Individuals we Serve
- Creating Justice Through Social Change
- Creating Safety and Fostering Trust
- Building Autonomy Through a Strengths-Based Model

# WHERE?

## Your Community

- Who lives, work, play, grow and age in your service area?
  - Community leaders?
  - How would you describe the relationship between your community (ies) and your organization?
  - How is your community (ies) currently working together to end gender-based violence?
  - What inequalities do you see, witness and/or experience?
- 

# Leading with the Heart



- Beloved Community
- Mutual Aid
- Community-Based Models of Safety, Support & Prevention

# Beloved Community

*Dr. King's Beloved Community is a global vision in which all people can share in the wealth of the earth.*



In the **Beloved Community**, poverty, hunger and homelessness will not be tolerated because international standards of human decency will not allow it. Racism and all forms of discrimination, bigotry and prejudice will be replaced by an **all-inclusive spirit of sisterhood and brotherhood**.

Beloved Community: Society based on **justice, equal opportunity**, and **love** of one's fellow human beings.

“We talk about Beloved Communities as actions that flow out of a commitment to be in intentional relationship with our families, neighbors, co-workers, and others who come into our lives on a daily basis.”

– Resonance Network (Workshopping the Worldview)



# Well-being is our Work



**JUSTICE**



**RESILIENCE**



**HEALING**



"Justice is a proactive  
commitment to providing each  
person with the material and  
social conditions in which they  
can both survive and thrive as a  
healthy and self-actualized  
human being."

- Mychal Denzel Smith

# Resilience

The human capacity to navigate and negotiate culturally meaningful resources to sustain our well being.





## \*Intersectionality and Self-care

- Understand the role oppression play in our ability or inability to achieve wellness.
- Seek out community care.
- Practice your own brand of self-care with the strategies that make your body, heart and spirit sing.

\*3 Things You Should Know  
About Intersectionality and Self-  
Care, Rex Leonowicz- Great  
Read!!!!



**Support with  
empathy &  
compassion**



**Manage expectations  
& workflow**



**Be consistent &  
transparent**



**Share resources &  
prioritize self-care**



**Be responsive to  
marginalized  
communities**



**Take care  
of yourself**

# SUPERVISING WITH EMPATHY

# The Five Domains of Well-Being

\*The Full Frame Initiative: changing systems, changing lives

**Social Connectedness:** sense of belonging, social support, social networks

**Stability:** resiliency, permanency, certainty

**Safety:** security, absence of harm, risk or danger

**Mastery:** control, choice, self-efficacy, self-confidence, empowerment, applying knowledge

**Meaningful access to relevant resources:** meeting “basic” needs, cultural competence (of resources) reduced barriers







QUESTIONS?  
COMMENTS?



# RESOURCES

VAWnet TA QUESTION

# TRANSFORMATIVE justice

"a political framework & approach for responding to violence, harm & abuse ... Without creating more violence."

CREATED for & by communities who experience violence

"A LIBERATORY APPROACH TO VIOLENCE"

GENERATION FIVE



KNOW the DIFFERENCE

PUNITIVE JUSTICE (RETRIBUTIVE JUSTICE)

- How the state operates/what the state is invested in
- Focused on laws rather than harm
- Responds with punishment & suffering rather than accountability

TRANSFORMATIVE JUSTICE

- Exists outside the state
- transforms the conditions that allow for harm & violence to happen
- Based in community
- Abolition framework

RESTORATIVE JUSTICE

- Acknowledges & repairs harm as possible, involves those impacted, & encourages appropriate responsibility
- Has been adopted by institutions
- Focused on individuals

Building strong, connected, & responsive communities & relationships

A LIFE PRACTICE

How have we all been complicit in this violence

A FRAMEWORK for our PRIMARY PREVENTION work

practicing & honing communication skills

★ ★ ★ - MIA MINGUS leaving evidence.wordpress.com

oppression

Criminalization has not ended violence, but has CRIMINALIZED & INCARCERATED survivors of violence

GENDER-BASED VIOLENCE & STATE VIOLENCE are connected

PRISONS are sites of violence,

& Both Incarceration & Gender-Based violence are based in POWER & CONTROL

Sexual violence by Police & Guards is systemic

AS MANY AS 94% of some women's prison populations have a history of physical or sexual abuse

Addressing ROOT CAUSES of violence and Harm



RESOURCES

• INCITE! Women of color & Trans people of color against violence

• Creative Interventions TOOL KIT

• generation FIVE

• JUST PRACTICE

• SURVIVED & PUNISHED

• transformharm.org

• BCRW - Building ACCOUNTABLE communities series

• BAY AREA transformative justice COLLECTIVE

Laura Chow Reeve, Virginia Sexual & Domestic Violence Action Alliance

# Building Comprehensive Solutions(BCS) Approach

- Collaboration

- *Victim needs and perspectives drive the purpose of the collaboration.*
- *Working relationships, money, politics, power dynamics, shared/conflicting goals, and culture affect the depth and functionality of the collaboration.*

- Advocate-defined resources and supervision: what does advocates need to offer victim defined advocacy.

- Victim-defined advocacy

- *including advocacy beyond leaving*







### **BUILDING BELOVED COMMUNITY**

The challenges and opportunities of mobilizing and organizing communities to prevent and respond to domestic violence

#### **Facilitator Guide**

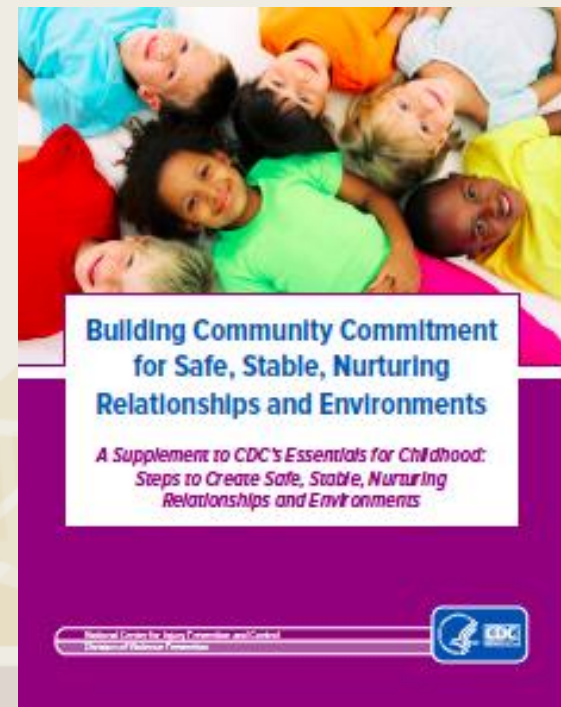
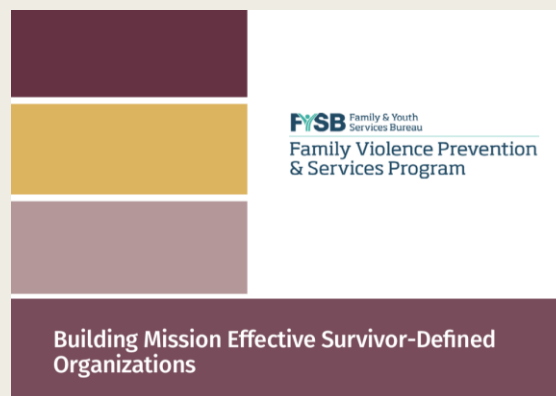
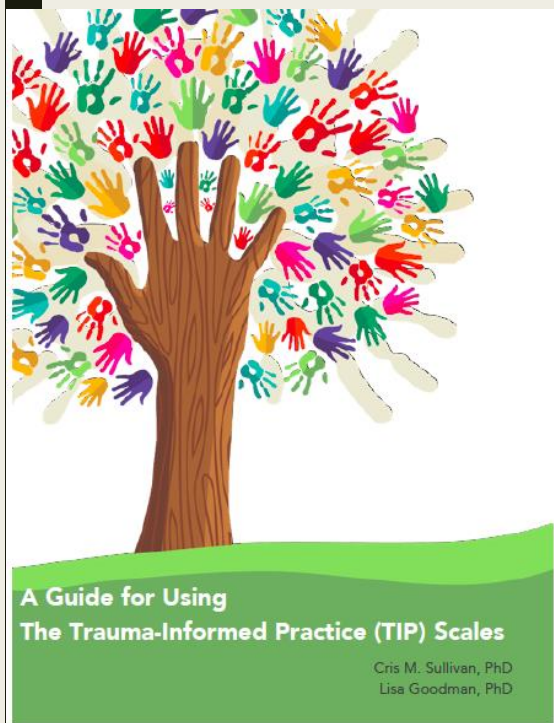


Transforming Communities  
Creating Safety, Justice & Equality

TECHNICAL ASSISTANCE, TRAINING & RESOURCE CENTER

- ▶ Putting people and community at the center
- ▶ Creating transformation within ourselves
- ▶ Creating transformation within our organizations
- ▶ Engaging the community to create a vision for a new movement

# TRANSFORMING COMMUNITIES



Arlene Vassell, NRCDV



Believe Victims. Healing & Resilience  
Support. Community. Respect.  
Encourage Equality. Equity. Peace.  
Share Power. Policy & System  
Change. Leverage Your Privilege.  
Vote. Engage. Action + Awareness  
= Social Change

#1 Thing



DOMESTIC  
VIOLENCE  
AWARENESS  
PROJECT

A part of the National Network of Domestic Violence Hotlines





National Resource Center  
on Domestic Violence

ACE-DV

preventIPV  
tools for social change

DOMESTIC  
VIOLENCE  
AWARENESS  
PROJECT

DOMESTIC VIOLENCE  
EVIDENCE PROJECT

SAFE HOUSING  
PARTNERSHIPS

RHY  
TOOLKIT

VAWnet

COMMUNITY-BASED  
PARTICIPATORY RESEARCH

nrcdv.org

# Advancing Collective Liberation: Prevention Town Hall Learning Community





# National Resource Center on Domestic Violence



Call: 1-800-537-2238



Email: [nrcdvTA@nrcdv.org](mailto:nrcdvTA@nrcdv.org)



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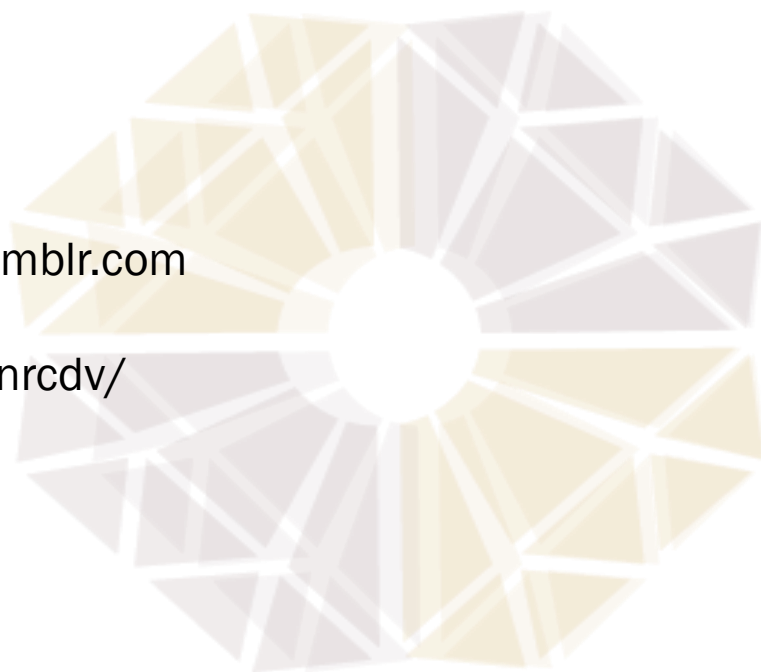
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Post: [instagram.com/nrcdv/](https://www.instagram.com/nrcdv/)





"YOUR PURPOSE IN LIFE IS TO FIND YOUR PURPOSE AND  
GIVE YOUR WHOLE HEART AND SOUL TO IT."  
GAUTAMA (SHAKYAMUNI) BUDDHA

# Contact Information

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