Margins to Center: A Video Dialogue & Report on Racial Equity

Thursday, January 18, 2018
1:00 – 2:30pm EST

Camille Holmes, Principal, CDH Consulting
Erika Sussman, Executive Director, Center for Survivor Agency & Justice
Lisalyn Jacobs, Legal & Policy Director, Center for Survivor Agency & Justice
Mona Muro, Policy Coordinator, Texas Council on Family Violence
Tonya Lovelace, CEO, Women of Color Network, Inc.
Zoe Flowers, Director of Survivor Programs, Women of Color Network, Inc.
Host: Sara Wee, Director of Research & Programs, Center for Survivor Agency & Justice

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CHAT: Name, location, your role, a question you’re bringing today
Racial & Economic Equity for Survivors Project (REEP)

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.
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.

Work:
Consumer Rights Initiative
Racial & Economic Equity Project
Accounting for Economic Security Atlas
The Women of Color Network, Inc.

The mission of the Women of Color Network (WOCN Inc.) is to eliminate violence against ALL women and their communities by centralizing the voices and promoting the leadership of women of color across the Sovereign Nations, the United States and U.S. Territories.

http://www.wocninc.org
Term: Women of Color

• The political term “women of color” surfaced in the violence against women movement in the late seventies to unify all women experiencing multiple layers of marginalization with race and ethnicity as a common issue. In recent years, the term has been questioned by many for valid reasons related to personal identity and definition, and because the word “color” is not the primary issue for many women with shared ethnicity and race.

• We acknowledge these concerns. However, in our work and practice, the term “women of color” is intended to transcend and embrace shades of color and is intended to unite those of us with the following shared global experiences with relationship to varied Western and European-based cultures:
  • Race, Class, Gender-based Oppression and all Intersections
  • Militarism, Targets of War and Police State
  • Displacement
  • Loss of Autonomy
  • Violence as the Norm
  • Stolen Legacy
  • Economic Disenfranchisement
  • Cultural/Racial Appropriation and Genocide

http://www.wocninc.org

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Mission – The Texas Council on Family Violence promotes safe and healthy relationships by supporting service providers, facilitating strategic prevention efforts, and creating opportunities for freedom from domestic violence.

Focus on Policy, Prevention, and Supporting Service Providers
Camille Holmes is a skilled facilitator who has developed and delivered training in the areas of leadership development, community problem solving, diversity and inclusion, cultural responsiveness, implicit bias and racial equity.

She was formerly the Director of Leadership and Racial Equity at the National Legal Aid & Defender Association. Ms. Holmes came to NLADA from the Center for Law and Social Policy where she was instrumental in the founding of the Mississippi Center for Justice, a nonprofit public interest law firm explicitly committed to advancing racial and economic justice. She formerly served as executive director of the Southern Africa Legal Services and Legal Education Project, an attorney at the D.C. law firm of WilmerHale and a law clerk for the Honorable Damon J. Keith on the Sixth Circuit Court of Appeals. She is a cum laude graduate of Harvard Law School and Harvard and Radcliffe Colleges.

Ms. Holmes is a past president of the board of directors of Washington Council of Lawyers, serves on the board of directors of the Poverty and Race Research Action Council.
Grounding
Goal today

- The conversation seeks to **lift-up voices from the Listening Sessions and to dialogue-back with the field about racial equity for survivors**.

- We hope you’ll walk away from this conversation **excited about (re)engaging in action** for racial equity, **equipped with tools to locate where you are** in the work, and energized to listen, adjust, and move forward.

- **WE NEED YOUR VOICE! (use the chat)**
What does racial equity look like?
“We have a partnership with an organization that works with queer youth of color. So the idea is for our organization to be thinking about the ways in which we can provide civil legal services to youth, youth of color, queer youth of color. You know, thinking about everything from language, to what it means for you to have lawyers, what that relationship looks like, to what it would be like for this partner org client base coming into our office, where it’s located, what it looks like, everything. There’s so many opportunities for rich learning there.” – an attorney of color working at a legal services agency
Listening Sessions & Report

Margins to Center Listening Sessions (Sept 2017)

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

Report

January 25th!!

www.csaj.org/library
What did we learn from the Listening Sessions?
Key Themes

- "I’ve always known its presence, but I am really feeling the weight of white supremacy in many ways right now. I’m really struggling with being within a primarily white-led organization, working with sexual assault survivors and trying to contemplate how we fundamentally restructure our practice to center folks of color, queer folks of color, survivors of color.” - an attorney of color

- “I am a white person and it is sometimes very uncomfortable for me to talk about racial inequity because I don’t feel like I really can...I see these things happening and I want to fix them and I want to address them but I don’t know how...It’s uncomfortable to me, I guess.” - a white attorney
How can I use the report as a tool to figure out where I am?
Speaking, Seeing, Responding

1. HOW WE TALK ABOUT RACIAL INEQUITY FOR SURVIVORS

2. THE CUMULATIVE HARM OF RACIAL BIAS

3. SHOWING UP IN THE WORK

HOW DOES YOUR ORGANIZATION ENGAGE IN RACIAL EQUITY?
How can we locate where we are or where our organizations are in the work?
Chat with us!

What's one thing you could do to be vulnerable, to listen, or to investigate yourself?

What's one thing your org could do?
What does it mean to "do your own work"?
One example...

“I’m gay, male and Hispanic so even though I am part of a Hispanic community, I still have male privilege to check. In my community I have white privilege that I need to check. There are still things I have to learn around that because we all have isms that we have to check.” - gay, male, immigrant advocate
Inviting Forward-Thinking Reflections

What does it look like when advocates of color have the support they need?

What does it look like when advocates of color are fully supported within the organization?

What does it look like when organizations hear and respond effectively to advocates of color?

What does it look like when organizations value the voices of advocates of color?

What does it look like for an aspiring ally to actually ally?
Wrap up

- A LOT happened here!

- **Chat with us:** What’s one thing you know or are thinking about now that you didn’t before this call?

- **Closing Round Robin:**
  - What’s one tangible thing attendees can do?
  - What’s one suggestion for self-care?
THANK YOU!

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