

Race Equity Approaches to Domestic & Sexual Violence: A Research & Community Lawyering Perspective

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1: 00 – 2:30pm EST

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CENTER FOR SURVIVOR
AGENCY & JUSTICE

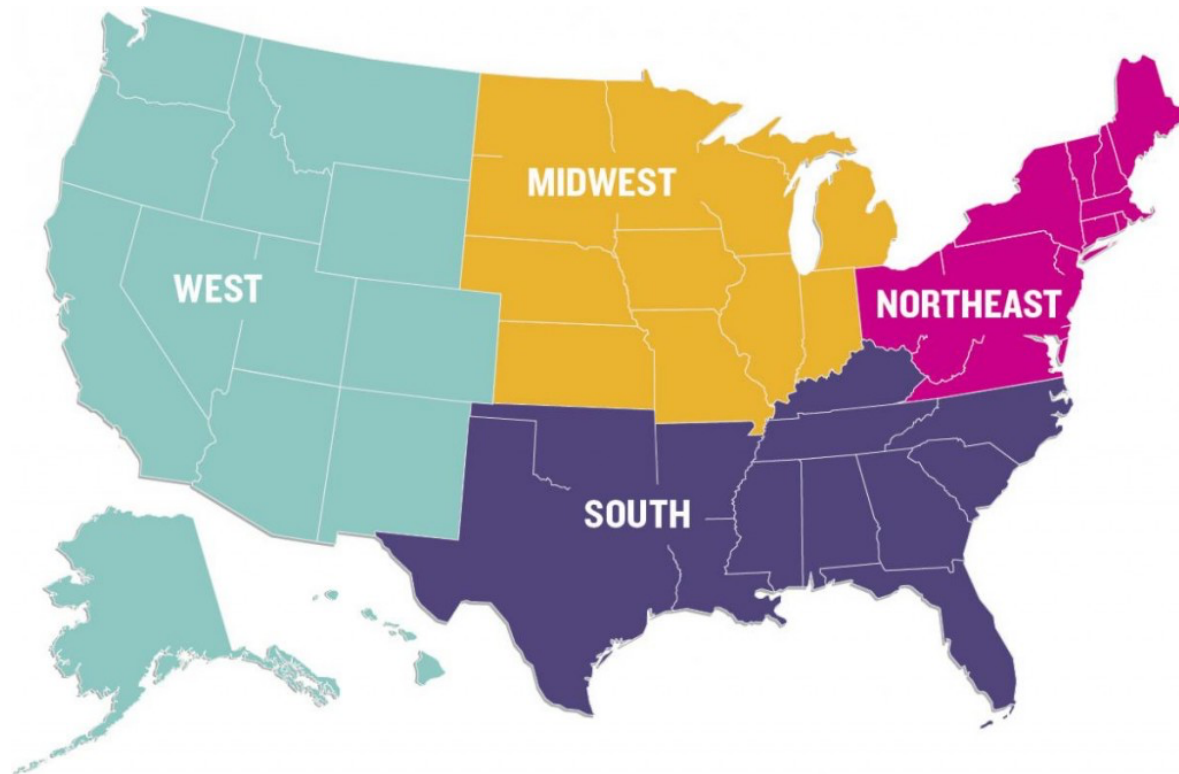
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Who's in the Room?



POLL: Where are you from?



POLL: Who are you? What's your role?



CHAT: What kind of work are you doing in race equity / domestic and sexual violence?



Background & Context





CENTER FOR SURVIVOR AGENCY & JUSTICE

■ 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



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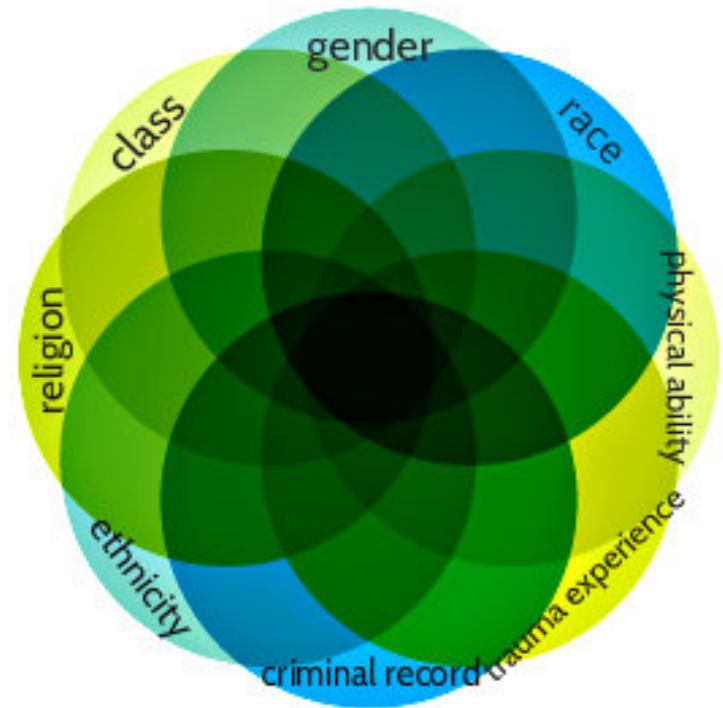
Hear more about our work
and partnerships!



Legal Impact for Racial & Economic Equity of Survivors Project (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.

- ❑ Impact Sites for Racial & Economic Equity
- ❑ Impact Assessment & National Strategic Impact Agenda
- ❑ Webinar Series
- ❑ Legal Impact Resource Library
- ❑ Survivor Story Corps
- ❑ Technical Assistance



Partners Include:

- Women of Color Network, Inc., Southwest Center for Law and Policy, Asian Pacific Islander 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



About this webinar

Objectives

- Understand the 7 identified race equity tools and their origin in the mind sciences.
- Learn how the tools have been used to transform advocacy in other arenas.
- Understand how the tools might be applied to the survivor community.
- Understand how to use complex systems analysis to re-conceptualize race and power as they unfold in the community and how to fashion race conscious remedies.
- Engage with each other about challenges and benefits of adopting this race equity approach.



Values & Ground rules

- ▣ Survivor-centered. Nothing about us without us.
- ▣ We are learning. Collaborative, cross-disciplinary and cross-movement work.
- ▣ None of us have all the answers.
- ▣ Say what you know.
- ▣ Race equity work is not new.
- ▣ Build trust. Name dynamics and perceptions, ask questions, share information, and unearth assumptions - in real time.



Honoring Context and History

- Movements
- Social Scientists and Legal Scholars
- Organizers
- Anti-Racism and Leadership Trainers
- Social Justice Organizations and Action Tanks



What is equity?



Key Concepts

Justice $\neq$ Diversity

(Diversity = Variety)

Justice $\neq$ Equality

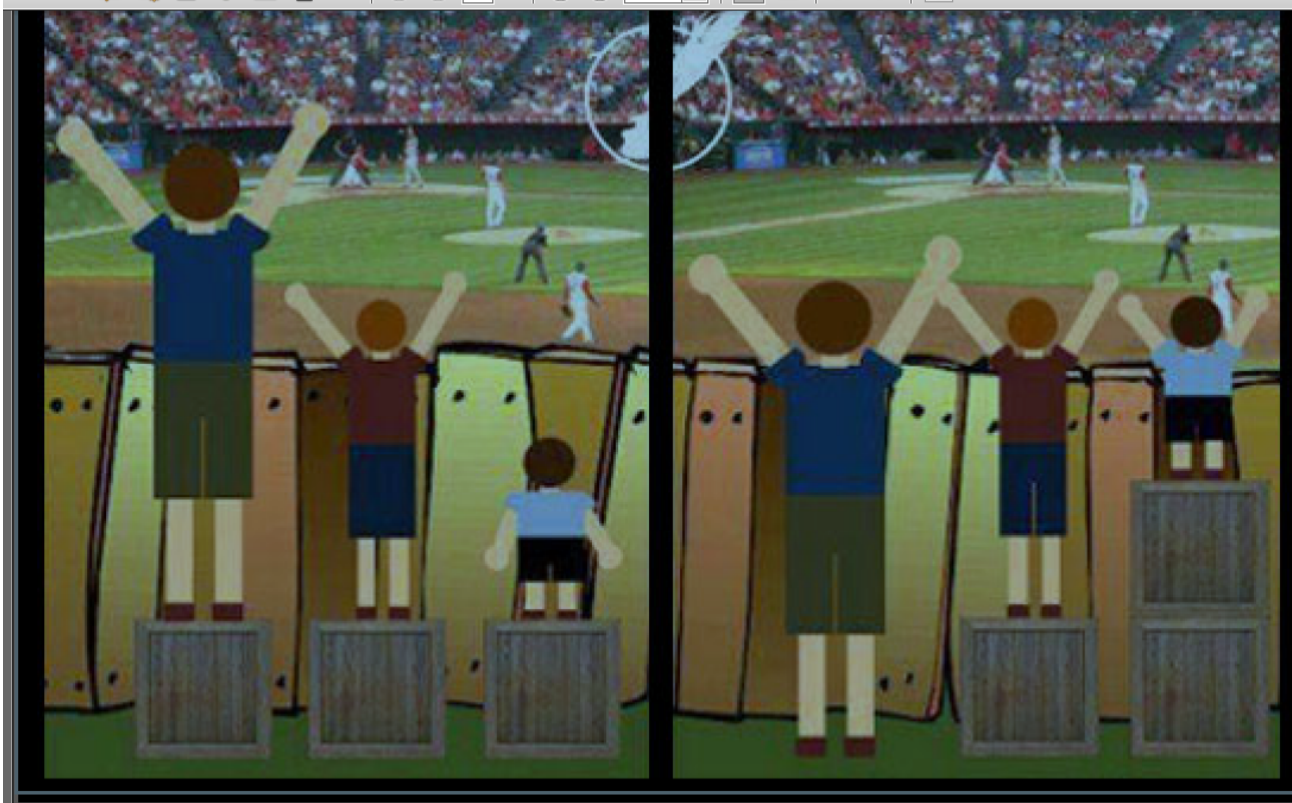
(Equality = Sameness)

Justice = Equity

(Equity = Fairness, Justice)



Equality vs Equity



Equality vs Equity

- **Equity** involves trying to understand and give people what they need to enjoy full, healthy lives.
- **Equality**, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives.
- Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.
- Source: Race Equity and Inclusion Action Guide. The Annie E. Casey Foundation (2014), <http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>



Why equity?



Structural Oppression

- An array of dynamics – historical, cultural, educational, institutional and interpersonal – that routinely advantage privileged groups while producing cumulative and chronic adverse outcomes for oppressed groups.
- It perpetuates, normalizes and legitimates the effects of oppression, while often making those effects invisible to the narrow legal definition of unlawful discrimination.

Source: Baltimore Racial Justice Action, <http://bmoreantiracist.org/>



ISMs

▣ Racism

- ▣ Key to understanding dynamics of other isms in U.S. context
- ▣ Start with racism

▣ Sexism

▣ Heterosexism

▣ Ableism

▣ Exclusion of English Language Learners

▣ Trans-phobia

▣ Others



Structural Racism

- **Structural racism** is racial bias across institutions and society. It is the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.
- **Example:** The “racial wealth divide” (where whites have many times the wealth of people of color) results from generations of discrimination and racial inequality.

Source: Terry Keleher, Race Forward, www.raceforward.org



What is racial equity?



Racial Equity (or Racial Justice)

- Racial justice is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. Racial justice — or racial equity — goes beyond “anti-racism.”
- It’s not just about what we are against, but also what we are for. A “racial justice” framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.

Source: Race Equity and Inclusion Action Guide. The Annie E. Casey Foundation (2014), <http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>

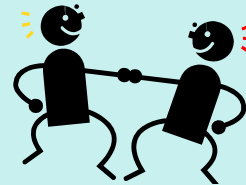


Four Levels of Racism

Internal
(lies within the individual)



Interpersonal
(occurs between individuals)



Institutional
(occurs within institutions and systems of power)



Structural
(racial bias among institutions and across society)



Race Equity Approaches from the Legal and Academic Sectors



Conceptual Frameworks

- ▣ Understanding Social Cognition & Implicit Bias
- ▣ Systems Thinking
- ▣ Rebellious Lawyering - Client centered empowerment



Implicit Associations

- We unconsciously think about race even when we do not explicitly discuss it.
- Our race schemas may be activated without our awareness.
- Even though we may fight them, implicit associations reside within us.
- Often these biases are socially unacceptable or embarrassing, so we try to hide them. Nevertheless, our unconscious networks are still operating...
- For additional information, or to take an IAT: **Project implicit** (www.projectimplicit.net)



Skills

- Reconceptualizing Racism
- Exposing Racialized Structures
- Storytelling and Data Use



Some Racial Equity “Tools”

- ▣ Framing
- ▣ Racial Impact Statements
- ▣ Mapping
- ▣ Mindfulness
- ▣ Debiasing
- ▣ Expanding Strategic Alliances (through complex systems analysis)
- ▣ Transformative Community Narrative



SCENARIO 1

- A TANF recipient loses benefits because she missed a meeting with her caseworker when her child got sick, and despite letting the caseworker know. She is a survivor, and has disclosed this to her case worker, but never been offered any supportive services, much less a waiver.
- What would you do? Where do you start?



SCENARIO 2

- A client with a Section 8 voucher needs to move to a different building to escape her abusive boyfriend, but the landlord refuses to let her move unless she has sex with him;



SCENARIO 3

- Two clients call the police during separate episodes of domestic violence, and law enforcement reports one to Child Protective Services, which subsequently removes her children from her home, and charges her with child abuse and neglect. The upshot is that the survivor who's reported to CPS is entered into the child abuse registry and unable to access jobs with children at daycares, schools, etc.
- What would you do? Where do you start?



Think About It

- What race equity tools seem applicable?
- What do you need to know more about? What skills do you need?
- What's your role?
- Who else needs to be at the table?



Other Scenarios



Language Access



"Wendy Garcia called 911 after her boyfriend shoved her and slammed a door on her, she said. She asked for a Spanish-speaker because she spoke little English. She was able to explain what happened to the operator, but when police arrived at her Queens home, they spoke "no Spanish, only English," and refused to get an interpreter, she said. Garcia, frustrated and crying, couldn't explain to them what happened, and she says they ended up taking information from her abuser instead. She was nearly arrested, she said, and nothing happened to him."

[June 27, 2013, Brooklyn Daily Eagle](#)



Child Protection Policies

In 1999, while Sharwline Nicholson was recovering in the hospital from a brutal assault by the father of her child, the police removed her children and placed them in foster care. New York City's child protection agency, Administration for Children Services (ACS), then charged Ms. Nicholson with child neglect, asserting that she had "engaged in domestic violence" while in her children's presence.

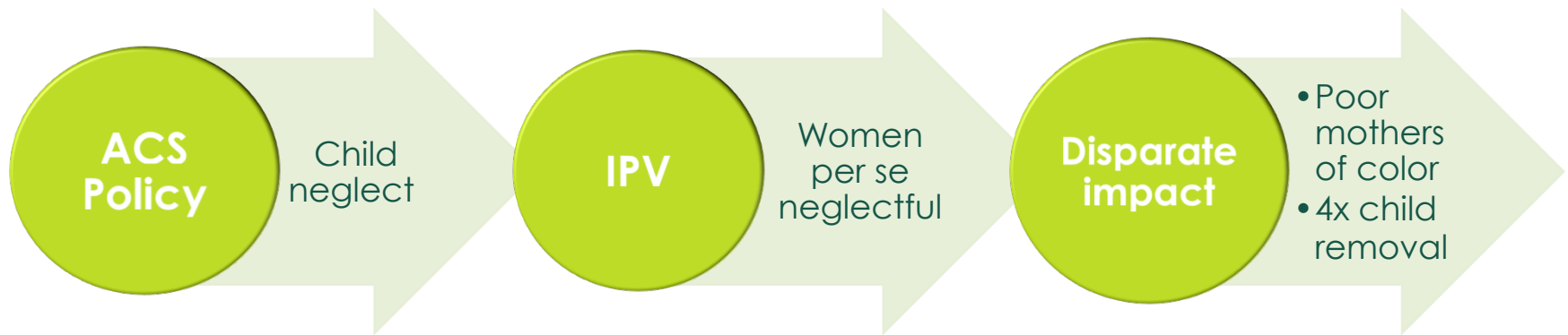
ACS's response to Nicholson was not an isolated incident. Rather, ACS had a policy and practice of removing children from battered mothers based solely upon the mothers having been victimized. City policy had held that "a battered mother is per se neglectful because she is 'engaging in domestic violence in the presence of her children,'" thus granting ACS the authority to remove children in such situations without court order and effectively blaming mothers for the violence they endured. African American children are four times as likely to be removed from their home and placed in foster care as White children.

*"State intervention in battered women's lives often replicates the terror they suffered at the hands of their intimate partner, and may make it harder for them to take steps to counter it. More fundamentally, **it is the public's mistrust of poor women, especially women of color, and its unwillingness to put money directly into their hands that underlie the emphasis on coercive state intervention** to address both violence against women and child maltreatment."*

Nicholson v. Williams, 203 F. Supp. 2d 153 (E.D.N.Y. 2002)



Disparate Impact from Policy



“ACS unnecessarily routinely prosecutes mothers for neglect and removes their children...where the mothers themselves have done nothing wrong. ACS unnecessarily routinely does so without having previously ensured that the mother has access to the services she needs to protect herself and her children.”

Nicholson v. Williams, 203 F. Supp. 2d 153 (E.D.N.Y. 2002)



Share your experience (chat)

How does race/ethnicity play a role in successful outcomes for your program?

Please share a sentence or two about your experience.



Share your experience (chat)

How does race/ethnicity play a role in the relationships between survivors and the institutions they interact with? i.e. police, courts, county/government workers, landlords, health care providers, etc.

Please share a sentence or two about your experience.



Share your experience (chat)

How does race/ethnicity play a role in the structures of society where it could pose a barrier to accessing essential services? i.e. financial services, debt collection, housing policy, education, etc.

Please share a sentence or two about your experience.



Share your experience (chat)

Finally, how might your own bias and/or that of work colleagues act as barriers to success for survivors?



Resources & Announcements

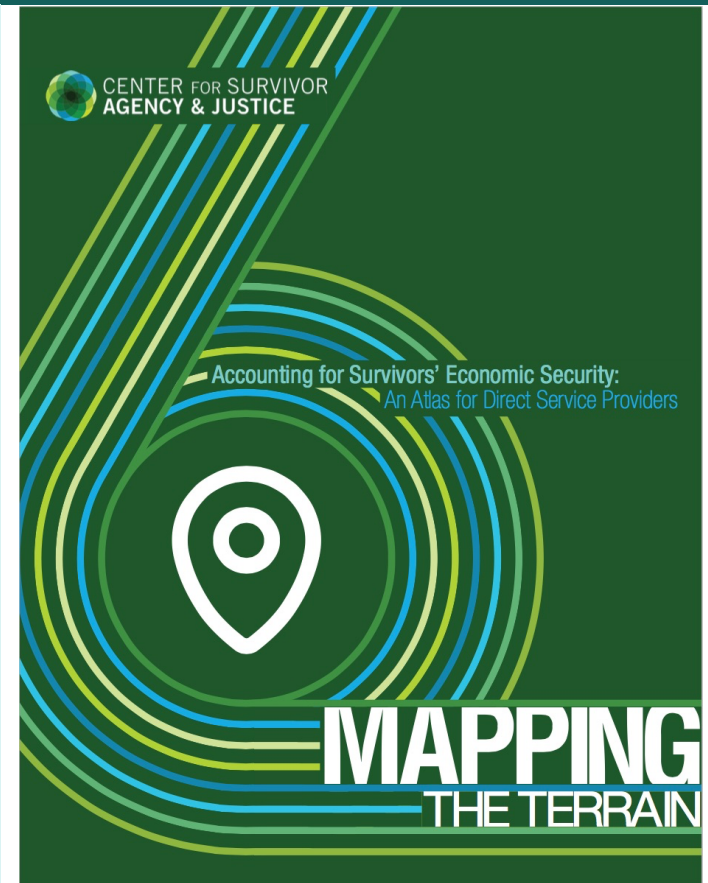


CSAJ Releases Atlas!

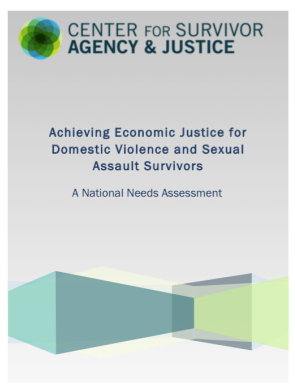
Accounting for Economic Security: An Atlas for Direct Service Providers

Mapping the Terrain

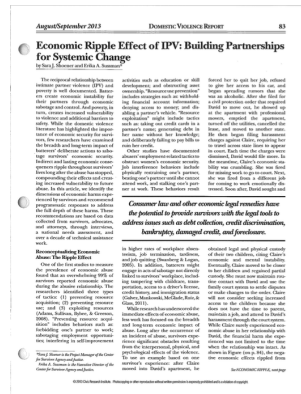
1. Economic hardship and poverty constrain survivors' options for safety
2. The economic impact of violence ripples throughout survivors' lives
3. Systemic barriers impede survivors' access to economic stability
4. Social inequality restricts survivors' options for economic security and safety



CSAJ Core Resources



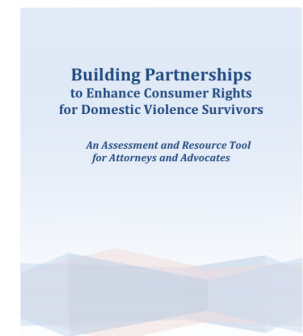
[CSAJ's National Needs Assessment Report](#)



[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](#)

Coming Up!

- Webinars
 - **Library Archives:**
<https://csaj.org/webinars>
 - **May 25th:** Race Equity Approaches to Domestic & Sexual Violence: A Community & Advocacy Perspective, Part I [register](#)
 - **June 29th:** Part II [register](#)
 - **August 24th:** Race Equity in Practice: Learning from Impact Sites [register](#)
 - **October 26th:** Strategic Learning in Race Equity: Reports & Recommendations from the Field [register](#)



THANK YOU!

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