

National Prevention Town Hall
Closing Plenary
Monday, September 14, 2020

>> I was having a party.

Thank you all so much!

It's hard to follow LIZZO and Megan.

That was something else but I hope your break was good.

We have been wanting to get into some self-care meditation and I'm going to guide you through it.

There's some very specific words that I want to make sure I share with you so I will be reading from a piece of paper but I just want you to know that the words, and if you follow them with me, that we will hopefully gain a level of centering which is so important as we continue to move through our town hall today.

So in order to set our intentions for the next few minutes, I ask that you find a position that is comfortable for you.

I want you to sit as comfortably as possible.

Paying attention to all of your body parties and every part of you that makes you a physical being walking and existing and being.

So your eyes, they can be opened or close, whatever feels comfortable to you.

I want do you do a gift, the one gift we have which is breath.

Please take a deep breath through your nose and out the mouth.

One more time.

Breathing is such a simple activity.

Take another breath of your nose and out your mouth.

Breathing is essential for life and for balance.

The purpose of this self-care meditation is to bring about peace, calmness to be present by connecting to your source of inspiration.

It is also to get a source of well being and wish intentional good will in the world.

This practice is called many many things.

You may choose to categorize it in a way that speaks divinely to you.

Our focus will be on our breath.

Our bodies, our minds, our spirits.

Our recollection will be for ourselves and for others and going forward to this meditation, we will be focusing on healing, peace and safety.

Take a deep breath, in the nose.

Out the mouth.

Know, you have done good today, you'll continue to do well and you'll do better this evening. While you're continuing to take breaths, continue to do so. While you're meditating and thinking about peace and calmness, I want you to know that the source, your source, is talking directly to you.

The good of this universe is resetting itself to you.

Breathe in, breathe out.

The opportunity to reflect and accept all that you have learned and experienced today is to learn from you.

Now, I want you, if you can, to visualize your most favorite brightest color.

A bright color that you love.

Right now and today, I'm going to pick yellow.

You can choose whatever color you like.

Light blue, be lavender, whatever color you like.

Next I want you to imagine you're in a room full of this color.

On the walls, what you're wearing, and the room is your most favorite room in the world.

It can be a room from your home or destination or location you have been to or that you want to go to.

You get to make this up.

It's in your brain.

It's in your heart, it's in your soul.

I want you to see it.

Feel it.

And slowly take in a deep deep breath.

And let it out.

Take in a deep breath and let it out.

One more time, in the nose, and out the mouth.

Pay attention to your body.

Listen to your body.

Relax any areas that are tense.

Breath is a gift.

I want you to bring in all of the healing properties of the air around you and be grateful.

I want to send positive thoughts to those whose air is compromised at this time.

Breath in, breathe out, take in peace.

Breathe out and release any worries or troubles.

Try your best.

Keep trying.

In the nose, and out the mouth.

Bring in safety.

Bring out uncertainty.

You are still in your beautiful room.

You are beautiful.

Take another deep breath in and out.

And this last one.

Fill your lungs, as much as you can.

And let it out.

Relax, relax, relax.

Know you are good.

You have done a good job and you're going to do a good job.

All good things are coming your way.

Now, reflect upon your gifts that you bring and what you is received at the town hall today.

Don't think of anything of the material nature, but of your talent and your insight is what I want you to think about. Your willingness to give and receive support.

The understanding and love.

Reflect on the good news.

Reflect on your healing, your inner peace and your safety.

We have to do that for ourselves so we can be that for others.

Taking a deep breath, in the nose, and out the mouth.

Continue to be positive on purpose as we move through our final workshops and presentations.

Take in a deep breath.

Let it out.

Now, in order to return to the here and now, the present, please slowly take one more breath in, open your eyes or focus on what is right in front of you.

Taking the deep breath.

Taking another deep breath and let it out, let it out, and do me a favor.

If you feel comfortable, take yourself off mute and repeat after me.

I am well.

All is good.

I have peace.

And I am safe.

Taking a deep breath through the nose.

And out the mouth.

And so it is.

And so it is.

>> Oh, thank you so much!

I hope everyone is feeling ready for this next conversation.

I am well.

All is good.

I have peace.

And I am safe.

Thank you for that.

Now we are very pleased to welcome you to our plenary session for today called the integration of antiracism work, intervention and prevention into one mission.

I do want to remind you, closed captioning is available and it's posted in the chat, there you go.

Thank you.

I have the honor of introducing our presenters for this session.

And as I call you, if you could share your videos so we can see your beautiful faces.

I would like to welcome back our first speaker.

She was previously introduced as the associate director of the Michigan coalition to end domestic and sexual violence.

She engages in prevention, intervention, and creating inclusive community environments for survivors, advocates and the community as a whole.

I would like to introduce our next speaker, pronouns, he, him, his.

He is the prevention education program director for haven, Oakland county's Michigan center and treatment for sexual assault.

In his role, he works with specialists and continues to coordinate and facilitate community education, professional trainings and school based programs on sexual assault and intimate partner violence.

His passion lies in creating community coordinated community responses to eliminate oppression and establish equitable and accountable communities.

I would also love to introduce Lisa cod well, pronouns, she, her, hers.

She has over 20 years of experience in domestic and sexual violence survivor services, violence prevention, public policy, and community engagement.

She has led several national demonstration projects on the prevention of domestic and sexual violence and has

collaborated on prevention and intervention projects serving survivors from pre K to elders including community almost twenty-five years of direct community and school based work.

So welcome everyone!

Please take it away.

>> Thank you, Casey!

Let's see if I can get this to showcase properly?

>> We can see it, thank you.

>> Yes, perfect!

We'll start.

Our goal is to really have a conversation with all of you.

So I encourage everyone to use the chat and whoever is moderating for us, will share with us what is in the chat so we can address whatever questions come up for you as we're sharing information with you.

This conversation that we're going to have with you is one of those conversations that you know, we should have had a long time ago but we're going to have it today and we're really excited to share this conversation with you because we're going to talk about how do you do this work and not only in an intersectional way but also acknowledging the existence of antiracism and the necessity for us to work to eliminate racism from our work, to be effective in our intervention and our prevention efforts.

Okay let's continue now. We're going to discuss the intervention and prevention approaches to addressing sexual violence, antiracism work and connected to our

missions.

And it already should have been something that is a part of our mission but we're going talking a little bit about that.

And KWOOER going to talk about how you incorporate this as part of a journey as we do our work as we do our mission, as we execute it with excellence.

So this slide you see before us, is one of my absolute favorite slides.

This slides talks and demonstrates different varieties in which we all come to this movement. Many of us come in a multitude of configurations.

I haven't met one individual yet who has a singular identity when you meet them.

So when you see me, you'll notice I'm black, right?

You will also notice I'm female bodied as well but there's other identities that I hold too.

As we do this work in an intersectional way, it's important that we make sure we make room for acknowledgment of all pieces of identity.

And not create an environment in which I have to choose which piece of my identity comes first.

So we want to acknowledge that our intersectional work has a goal of expanding on what Kimberly has put forth.

It's so important that when we acknowledge intersectionality, that saying was coined but her and we always give due, always.

>> So I think, one of the things too is, this is my favorite slide.

Although we update the images, sometimes this is one of

those throw back moments when we first started training on intervention and prevention being incorporated on this way and centered on the concept of intersectionality.

Starting with accreditation and building out ward towards the intent of what is behind that conversation when they were starting it, of how people can't divide their identities and how separating out issues of antiblackness is impossible from how people are impacted by prevention work or intervention work.

So when we talk about issues that are facing our movement, that those who have different sectional identities, have to remember there's other layers that go on top of those, for other people where they have to navigate the world in that way.

So about, what is it now?

8 years ago.

We started building this slide and the images have changed over time but it has a -- helping people remember there's a rich layering of identity that needs to be centered in how we do this work.

>> The only thing I will add to that as well is being a white person and having these conversations about intersectionality, I think a lot of times folks gravitate and obviously reflect on this conversation thinking of the ways in which they might experience marginalization or oppression and I think the key piece here as folks who are desiring to do this work and continuing to make this commitment, is to also remember that just because we're looking at intersectionality,

doesn't mean that we are shying away from conversations about racism or shying away from doing antiracist work.

Like Lisa referenced and said earlier, these are all core concepts on how we do work in that space.

I think, absolutely maintaining accountability, especially for white folks like myself, this isn't shying away from conversations about racism.

>> Thank you!

For any of those who have been to a coalition presentation today, you have seen the slide.

This is a pivotal slide.

We have this in every training that we will ever attempt. You'll see this again.

We have a slide to give a visual for what he was just talking about.

When we talk about intersections, we look at it from the privileges we hold as well as the oppressions.

We occupy more than -- we can occupy more than one space at a time.

I occupy areas of privilege while living in a body that is systemic oppressed on a regular.

And I have to recognize and have on the forefront of my mind, those areas I experience privilege so I'm not causing harm on others.

That I am not replicating the harm that is falling on me.

One of the things that happens is we internalize oppression.

When we internalize oppression, it manifests itself in very sticky ways and we want to be cognizant of those

manifestations of internalized oppression so we're not causing harm.

And when we're in a privileged space as well, we have to recognize those privileges we have to swear causing harm to others.

>> And I think it's important too, when we're looking at this to acknowledge they change over time.

That some of these, not all of them, but many of them are not static.

So we have to adapt and regulate where we have to -- that's opening opportunities for us to cause harm to other people so I started at the coalition 13 and change years ago, as an administrative assistant.

Each time I have moved positions, both my relationship and positionality to Sri who has been in different community positions, has changed my relationship and partnership to my member programs that I'm here to serve has changed and my impact on the mission of my organization has changed.

And there's also a window with I'm behind it because I have new responsibilities and authorities that make decisions that impact people that I don't acknowledge effectively.

I am still living in a previous version of myself who didn't have the same amount and that causes harm on people as I'm coming into my process of understanding.

So looking to regularly revisit it and understand where we gain more access to cause harm to other folks unintentionally or intentionally.

>> Thank you, Lisa.

I like the reminder that these things can change and ebb and flow over time.

When I think about my educational privilege, that I have today, that I didn't always have.

And that has a direct impact on my ability to access certain spaces or be denied certain spaces because of that attaining of that particular type of privilege.

UM UMOJA is an internal work group we have in our division.

This is a work group designed to create space.

For individuals who would like to work on antioppression issues within the organization to do so and influence the way that the coalition actually operates.

This work group, the members of UMOJA are all people of color identified.

Currently right now, there's a centering on race but there's still an intersectional approach to the work.

The individuals come together and they look at policy, they look at procedure, they look at the way in which we connect with our member programs.

We look at the way we do our work with survivors because we provide direct services.

They do an analysis to do to the best of our ability to assure we're not causing harm to individuals and also, allow us to make changes that are going to create a more inclusive environment for our member programs, for our colleagues that we're working with and for the survivors that we serve.

And UMOJA is a unique group in the sense that the

coalition as a whole decided after we already had, many many years of having individualized task forces that it was time to do something different.

It allows you to come as your whole self, whereas before, we had all of these different siloed groups.

So if I wanted to be in the LGBT group, there was a women of color meeting at the same time, I would have to choose one.

Looking from an intersectional perspective, you should not have to choose a part of your identity to align with on a particular day, unless you want to. Unless it's completely 100 percent your choice.

When someone else is making it an option for you, when you're not given an option to be your whole, 100 percent authentic self, it creates problems and more of the oppressive environment that we were actually trying to disassociate ourselves with when we created these separate spaces.

At the same time, we recognize and hold true, there's time and spaces where those individual groups are absolutely necessary.

So more than one thing can occur at different times.

We provide allship so we're actually trying to grow what it is we desire for our society internally so we can influence externally.

>> And to be off of that, being a member program for the coalition, for us, I know a lot of my colleagues, the resources, tools and mentorship program you have put forward has been really beneficial in trying to build our own structure as an organization.

We don't necessarily have an UMOJA exact group but we have a key group of folks who are pushing for that change and I think, you know, the modeling that you have all been able to provide has given us a framework on how can we continue to make ongoing commitments and what is this process of accountability look like for teams as well as an organization as a whole to our community and values.

So I think looking from a member program to a statewide coalition, that's a huge help for us and being able to push for change and internally in our organization as well as externally in our community.

>> Thank you!

One of my absolute favorite things about it, it's not just one of those lip service groups.

So Evan as Lisa pointed out, a number of different organizations and a number of different capacities and I'm not allowed to leave the coalition again.

But in those different areas, in those different arenas I have witnessed diversity and inclusion groups that were only created as a check box.

They had no real ability to influence change, policy, procedure, internally or externally.

They were just something that was created because this is something that we need to do so we can say we did it.

And this is not how this functions at all.

And there are many times in which those hard conversations are had.

And the structure of it too also does not allow for

coalition top leadership to be a member of it so that way, we can still maintain the space where the power, because we can't deny power dynamics, right?

When you step into a space, your title comes with you whether you want it to come or not.

So as an associate director of this organization, I can't go into that space and take off the associate director hat whether or not I want to, right?

So recognizing that, that level and that integrity is maintained.

So when things are brought forth, it is literally brought forth with the voice of those members.

>> Thank you for that.

I just want to emphasize before we transition.

I think some of these conversations are hard conversations but we also use the word and I think it makes people who have been in a leadership role or who are responsible for program designs or other things like clench.

I haven't found the conversations hard in the way that causes that clench.

So I don't ever want to cause harm.

Because I have accepted the inevident ability as a person who holds privilege, that it's going to lead me to do things with unintended consequences or an unanticipated consequences.

Once we get comfortable with that, we're in a space where being accountable is a natural process.

Where this is a natural process because there's not this expectation that leadership is all knowing and --

and we have built a perfect environment into our whole organization with fifty some people without any necessary input from people who are not, me, you, our executive director and executive policy director.

That's non sense.

I would never want to harm a member of our team or have them not feel valued or essential in making our mission thrive but it's not hard like, I'm getting like, nasty letters from our TASH leadership or what people -- sharing power and being accountable to someone.

>> Thank you for bringing it up.

When I hear a hard conversation, I'm hearing it from a different lens.

I appreciate you bringing it up.

We all have different lenses in which we're funneling this information through.

And that the information is coming out of too.

So I appreciate you bringing that forward.

Now silos, let me talk about it.

This image, it's funny to me.

We live in the state of Michigan and you see all of these big things all of the time.

Even the more rural you go out, right?

Now, ya'll don't know me, but I'm a city person.

So these things to me, just -- always give me an image of a place that I don't want to be. And when I think about siloing, that's not what I want.

They exist.

We have silos in our funding.

We have silos in our approach to this field.

We have silos in the different fields of expertise we all hold. There's lots of different silos and guess what?

For a long time, they are going to remain.

And we want to make sure when we look at the different ways in which we experience silos in our work, that we don't allow those things to prevent us from making sure we have an antiracist approach to our work.

What do I mean by that?

It's time out for the excuse of saying our funders won't allow this. That's a big one I hear.

I know Lisa, you hear this too: Some of you like me, like words and when you're speaking with your funders and you're talking about the absolute necessity of doing our work to our fidelity because we are talking about preventing domestic violence. We're talking about ending domestic violence and we're talking about making sure that people are no longer harmed.

Well, we can't do that without this conversation.

Sometimes we have to educate the people in order to get our needs met so we can understand why it's necessary for us to address these things.

It doesn't mean that they always want to hear the conversation but this is just something that we have to do.

When you understand how systems operate, it's actually a really good thing because then you know what to do and how to navigate those systems.

And you can do so in a way that allows you to remain true, to your mission, vision, and values.

You don't have to sell yourself out to any particular type of one of these silos in order to accomplish the mission vision, and values.

Lisa, do you have anything you want to add to that?

>> As soon as I can make unmute appear, I can totally weigh in.

No, I think that when we talk about the way that silos work is that we have ended up in places where the mission of our organization, rests upon the funding that runs our organizations and that, because I receive a certain amount of funding to intervention work and then a certain percentage to do prevention work.

I put people in charge of those and trust to enact this vague, big mission, rather than starting from this place, how do each of these things that we say essential, to our work, tie together.

It doesn't make sense.

We get such limited resources within our organizations to have them fighting amongst each other for time, expertise for executive staff and board time in our board reports.

So how do we make them not siloed? How do we envision a place where they're all intrinsically linked to one mission together.

So getting rid of it.

That the expertise, the knowledge, the funding streams are so deeply segregated which are essential in making the shifts that we did as an organization.

>> Yeah, and I think from our organization's standpoint, we don't receive federal funding in regards

to prevention programs.

So our team, what we have had the ability to do is to take a good hard look at how we can integrate this into our program and throughout the organization. Which I'm not going to lie is a really really messy process and it looks many different ways and we have stumbled our way through it and are continuing to push for that change.

But this is something we're very passionate in pushing towards, right?

And I think right now, especially with everything happening in terms of the pandemic and the uprising, that these are opportunities for us to create the change we want to see in our organization, so we have been trying to lean into that discomfort and say, we know funders are changing their restrictions right now, adjusting these things to account for some of these changes that are happening at a community level and so what do we do as an organization to then react and respond so we're able to be more intentional and create those changes that we want to see.

But yes, I know, we'll talk about this later, and making it come all together, but it does a messy and stumbling process.

>> Thank you.

>> So we wanted to take a minute and really center on shared understanding for how we get to our different perspectives and processes we all made it come together.

And so, when we're looking at an intervention approach,

we just want to be in a shared space of, it emphasizes meeting the needs of survivors making sure their autonomy and safety.

That survivors are seen as the experts in their own lives and are able to make empowered decisions and access the resources they need to live safely, within their own determination of what that means.

So when we talk about how this comes together in one mission, we thought it's very important to talk about our perspective on intervention because that's going to determine how it aligns with addressing racism, antiblackness and also, prevention as one solid cohesive piece.

>> And I know that you all, Lisa and Amanda and the folks at our coalition do an amazing job of really talking about these things as well.

And I know Lisa will get to it in a second.

By doing true prevention work is intervention work.

For me, as someone who is doing prevention work and has been doing prevention work for the past six years, the key to this is also looking at who are the folks that we're providing these services to and how are we really addressing those risk factors and protective factors when we think about concepts like primary prevention.

The truth of the matter is, we can't do this separately by any means because they're the exact same work.

So I'm going to go ahead on a slide.

The implementation of the comprehensive efforts to eliminate root causes over intimate partner and sexual violence and it's focused on addressing under lining --

and not reducing individualized risk.

So when we look at that lens to prevention work, in talking about what creates risk, it links back to what he was just sharing which is that, risk and protection factors for perpetration choice, risk and protection factors that impact violence and communities are directly tied to the things that harm survivors and that hold them back from their autonomy and safety and meeting their objectives and goals.

And so it was tied to a concept of really figuring out which risk and protective factor link all of the way through. Which factors impact survivor autonomy? Which factors impact perpetration choice and a lot of those line up super specifically and we're able to address them at a community level of change.

In terms of creating communities that make them more effectively, lead more effectively if that's what they want to do.

And were able to address all of these underlying norms that impacted their ability to access resources and make good choices for themselves, families and communities.

>> So when we're doing this work and looking at all of these different approaches, we want to make sure we're looking at the underlying causes of violence.

We have to recognize that oppression is at the root of those.

And when we look at how it is that we can unhinge all of these different things, we have to make sure we're taking into account all of the different factors that

could possibly exist. That's a lot to look at but it's necessary to look at all of those things.

We have to look at the individual.

We have to look at our community as a whole.

We have to look at our society.

We have to look at how all of these things inner twine to create the environment.

So we're not continuously creating situations where harms are tolerated within our society.

>> And I think, when we talk about cultural response, community response, things like who is getting believed, how are our systems responding and how are we reacting at a community level, we can't separate those things from racism in our culture.

So when we're talking about this, it's understanding the exact same work.

We can't effectively challenge and transform these systems and create improvements for survivors and create prevention factors without addressing that root cause that she is talking about.

>> And so when we get to the root cause of the risk and protective factors and we look at what most impacts the lives of survivors, it's oppression.

It's the thing that links all of it together and we also identify very clearly, that oppression is a significant relationship with racism.

Racism is oppression.

Antiblackness is a form of oppression.

So when we get to the root causes of harm and violence, it's socially sanctioned, socially tolerated, violence

against others when we decided that it's okay to treat some people, less than other people, to the benefit of one group or another.

And we're all interrelated to one another so since they're linked, it doesn't make sense to separate them out in terms of how we design our programming our utilize our resources.

>> And we have already tried to separate them out, right?

This is something we have already done and we have learned that the approach doesn't work.

It leaves people out every single time and it doesn't allow us to create something that is actually going to address fully the harms that we're trying to eliminate.

>> If I can add to that as well, I think so much of our movement, our organizations, our HIS RISHGS are based in inopressive spaces, based in antiblackness.

Based in racism, right?

In terms of my journey and thinking about this and transforming our own program and organization and continuing to do that work, I think the key piece here that always stands out for me is, actually something that a colleague of mine had shared which is that when you build tools and skills and a framework without black folks and people of color and people on the margins at the table, things will be built wrong.

So when she says, we tried it and it's not working, well, we have.

And it's really not working and it's continuing to perpetuate and create real harm and reinforcement it in

our community.

We have to say, what is this?

Who is not at the table? How can we bring them to the table and create authentic and intervention and prevention work.

>> Thank you!

I really like you bringing forward, creating space and bringing people to the table.

And sometimes you have to take the table out of your place somewhere else, right? That's another thing that we have done that is really good that has not paid dividends.

It's expecting people who have been harmed to come to us. Instead of, recognizing we have caused harm and saying, okay, I have done this thing.

I don't want to do it anymore.

Let me go to you.

Acknowledge the harm that has been caused.

And then begin to do something differently.

Influence by what you're sharing with me as a need in your community for how your community needs and desires it.

A lot of the remedies that we're trying to create, community already has the answer.

And many times, we have tools and resources that we can leverage to help them actually bring those things, those remedies to fruition.

So it's not being a good ally to hoard your resources.

>> And I think one of the things we think is really essential when we think about that conversation is, one

of the things that stood out to me the most when I transitioned from intervention work to more prevention focused work is, survivors were never invited into that space to start with.

That there became a weird devaluation where I experienced too much harm to be relevant to prevention initiative.

And as someone who identifies as a survivor who spent over a decade working with survivors before I came to prevention work, I couldn't wrap my brain around it.

At what point did my history, did I become irrelevant to the process of prevention.

So at what point did my perpetrator become exempt from experiencing prevention efforts to change that behavior or community accountability and become criminal justice or bust.

Like, what happens with that.

And the other interesting conversation in places I have been in lately, how do we have a conversation about as one of our colleagues and my former president put, doing a picnic rather than a table.

And picnicking up.

Because the idea of the structural table is something that still has control over and seating and many -- and like, all of these things that may not be best in our vision of equity.

It's this process, even in my conversation about survivor absence at the table, they're like, do we have to do the whole table and seating chart thing or is there a different, more organic version we can talk

about that further invites participation in a different way?

And you only get to that by not making assumptions.

We have gotten to place where we're so professionalized that we're the experts and we don't need to ask anyone because we have done everything to be the knowers of all of the things and we don't know all of the things.

We have to listen to the voices of those who we're attempting to serve.

Because we're not always serving them, right?

There's many times like, I created this thing but no one showed up.

You created it for you. That's why no one showed up.

You have to create things with the knowledge that the person actually wants the thing, right?

The community actually wants it, needs it, desires it.

Sees it has something that would be absolutely beneficial or useful.

And you can never do that by yourself.

So this is another beautiful illustration.

I'm sure you have seen this by all oppressions being connected.

So when we talking about taking the silos and not having them anymore to the best of our ability. We're actually making sure that those different silos we're referencing, recognizing in order to accomplish our goals, we have to look at how all of these connect.

There's absolutely no way to reach our end goal of ending domestic sexual violence, preventing that without looking at all of the different types of

oppressions that exist.

>> That is my favorite.

Talking about the duality of the internal process and external process and what it looks like to be able to do this work that is transparent and that is vulnerable and that is accountable to our survivors and memberships and also, within our internal organization as a team.

So as we have made changes over this window of time, there's a guiding sentiment to talk about the history of our organization or the history of our movement.

The push out or harm that was visited upon the originators of our movement which largely were transwomen of color and transblack women at the core.

So when we talk about the history of our movement and where it started, there's a theft of body of work.

So spending time in that space means revisiting things about how our organization is structured and it means revisiting leadership decisions and as someone who is beyond words, of the executive director that I got to work under, for a decade, her leadershipfuls exceptional.

There was no opportunity to address and finding ways to honor things that did things with our movement, the benefit of survivors and the benefit of community that created harm in other ways that also was imperfect and also needs to be taken back and adjusted, redesigned, revisioned.

It's been a struggle in our organization and to build off the work of those who mentored me in this field and

other fields to address that and be honest and transparent about where I have failed and they have failed me and others.

>> Thank you, Lisa.

I think that's one of the areas that a lot of people struggle is upholding the fact that we can recognize all of the great foundations in which we are all on right now.

And then, also simultaneously saying, these peoples are missing too and now we can build on that and build something different.

And recognize that while great work was happening at one point in time, there were also harms that were caused too.

And acknowledging the harm is not -- it's necessary to move forward as the collective.

Yes to all of the things you just said. That's the same for individuals and as a larger organization and doing that historical, you know, accountability and agency accountability and movement accountability in that space.

We do have to be able to acknowledge the space before we can move forward and even as we move forward, right?

And I think that's the piece where folk are the most uncomfortable.

Hey, we did it once and we don't have to do it again.

That's not how it works.

How can we do that messy work and sit with that accountability and have it authentic?

It's not all good and all bad.

It's how we can take a look at the nitty-gritty of how these systems play out on an individual level and within our organization. Yeah.

>> And when we think about resistance, there's going to be some resistance, right?

And I mean, Lisa and I had this conversation.

Resistance can be something that is explicitly intentional.

But it can also be unintentional as well.

And when I think about resistance, it's important to be prepared for.

It's the lack of preparedness that oftentimes causes us to stop and retreat.

We have to recognize that whenever you're making change, whenever you're challenging a system, whenever you're looking at a structural impact of harm, systemic, racism and other systemic oppressions, those systems were designed to continuously regenerate themselves.

We see it time and time again.

It can manifest itself in a totally different way.

Or it puts it in a pretty package and it's the exact same thing as before.

Same bowl, different day.

So we have to acknowledge and be prepared for those things to happen.

Because we're not prepared, we cause more harms to the communities that we're trying to serve.

Lisa?

>> So I think the other part, tied to how you're

talking about resistance, as we talk about it externally, there's this process.

Well, funders don't allow.

They want it like, one hundred percent.

So you want one hundred percent of a person and then antioppression movement.

So we'll talk about what it means and how it limits their professional development and their opportunities for growth and really, the opportunities to bring the best to your work and your program.

It's taken a decade of work to move some of our funders.

It's like, that's genous.

It's poof and changed.

It's a lengthy conversation.

We had resistance within member of programs.

We had resistance around some of our economic justice work that we're doing.

We had resistance around the integration and prevention and intervention. There's lots of reasons due to the resource scarcity that we're structured to deal with.

In our movement that sets us up, with the competition with our colleagues and issues of overwhelm. There's all of these things impacting how the work is received that we have to contend with and plan for.

That is part of the intentional planning to make those changes.

>> I think the key for us is really saying, how do we take a look at all of these factors internally and really examine how these are being pointed out in our

community and in our organization and where it has been our role in that and where is our responsibility moving forward.

.
So for us, it really has been an incredibly difficult process of examining those things but it has been incredibly healing and fruitful in figuring out how we can move forward as a team and as an organization.

And as a community so, I know that it is difficult.

There's hard pieces to this. There's difficult conversations around accountability and how do you create this framework and reenvision these pieces but it is the core of doing our work, right?

And that's where our organization is moving and that's where our CO is at.

This is our work.

There is no if,s and, or butts about it.

How can we make it mesh and move together.

>> This is one of the reasons why we look at a combined approach.

We can't tease it apart.

We have tried and funded it, but then it leaves people unserved.

Because we recognize that when you look at oppression, harm befalls people.

And those harms then create health disparities as well, right?

So then we're trying to deal with that.

And then we're trying to figure out how to prevent those but we're still not looking at what actually was

the cause in the first place.

And when we actually address what was the cause in the first place, then we can stop those shut outs.

We can stop the disadvantaging that occurs.

And we can minimize the harm to people and their voices.

And I always say, minimize because you can't really release the harm from happening.

Even the best of us still cause unintentional harm to people.

>> Absolutely.

In closing the loop, we want to look at these efforts to change how an environment works becomes mutually reinforcing, either in a positive direct that moves everywhere.

So when we start combining these things, there's a struggle.

We had a struggle and then we had a tipping point where everything starts working together.

All of your programming seems to be more seamless in terms of moving forward the over all mission.

In terms of doing that work. There's always things that we can do better.

It's why we have this in our organization and why we have lots of thoughts they share with our leadership all of the time.

It's always amazing, what they're requesting and how it improves the lives and the quality of work of all of our staff.

But there is this point where they work in tandem with

our non profit management program and in tandem with our program and survivor project and all of these things that we have.

So there's a piece where as a survivor, having people care about what it is, is a prevention effort.

Survivors being believed has prevention impact.

There's science that goes into that.

Black identifying folks -- people who live in black bodies act the oppression and harm they're experiencing has a prevention impact.

It has prevention value.

It is our work in that exact same way.

There is no separation or space or breathing room between those two things.

They are identical.

And their reality and their value and their home and our movement.

>> Thank you!

I like how you mentioned they work in tandem with all of these other groups within the coalition.

The importance is that the brunt of the work is not falling on them to solve the ills of the coalition because that would be tokenizing. That's disenfranchising and causing harm to them.

You can't have a group be totally responsible for dismantling all of the oppressions of the entire organization by themselves.

That is every member of our coalition's job to be actively engaged in not upholding systems of oppression.

Everybody's job.

And they are uniquely positioned to say, you're getting away from that or come back over a little bit more or here's some more conversations that you might want to look at.

They are not solely responsible for ensures we're not antioppressed.

So there's a few things there.

We want to make sure we're looking at how we can actually leverage and be accountable at the same time.

You can't have one without the other.

If you're going to make moves within a community, within society, there has to be an accountable measure.

And if we're going to maximize impact, we have to look at how we're going to utilize our efforts in the broadest sense while others are making individual changes.

All of these things can happen at the same time.

We have individuals who are doing the one on one community work.

We have individuals who are working in the small groups.

And making sure that there are space for survivors to go to be heard, to experience a place of non judgment, of empathy and really, being seen and held in their wholeness.

Well, our jobs for those who are a part of coalitions, have to look at the maximum impact in our state and in our nation as a whole, how can we work as a collective to dismantle these systems to change the policies that

have been reinforcing norms that we don't want.

We have to look at how do we create space that doesn't tolerate or accept nor the attitudes existing.

>> I can't add anything to that.

I know we're at time.

I just want to see if you have any thoughts.

But thank you for being my colleagues, you're fantastic to work with.

>> And we actually made it to the last slide which is amazing!

>> I have nothing to add.

My thanks to you.

An honor to work with you all.

I appreciate the opportunity to be with you here.

>> Thank you!

Thank you for allowing us the space.

>> Oh, no, thank you so much!

There's several people, especially Pamela.

I was virtual snapping with Pamela.

You all probably missed it in the chat box. She was like, virtual snapping and I'm like, yes, I'm virtual snapping too!

Thank you all for that amazing presentation.

I can't believe we're at the end of five hours already!

Oh, wow!

So thank you to everybody who has stayed with us until now.

I'm going to wrap up and pass it to Casey and the last voice you will hear is our town hall.

So I'll say my thank you now.

So as expected, the speakers were amazing.

Thank you all so much for sharing your learnings from the east north central region.

I'm a few takeaways from me, Justine, if you can put up the white board.

We have been having so much fun with the white board.

If you can just share your learnings, right, from the last session and the plenary session.

Just so we can see them.

For me, I'll give you a couple highlights.

Moving power and not just information.

We heard that earlier.

One thing that is standing out for me now is, at the beginning of her presentation, she gave us a call to action.

She said, eliminate racism to be effective in our intervention and prevention efforts as part of our mission.

Add your thoughts and your reflections.

This is the way we can be in community before we close out.

So just share your thoughts on this session, the plenary, everything. We'll save it and we'll send it out. Another thing that was mentioned, intervention and prevention is the work.

.

And again, across many presentations, they talked about the underlying root causes of violence including oppression and including racism and antiblackness.

So this must be a part of our work.

Again, the presenters talked about siloing.

We tried to do this work in silos before.

People get left behind.

So we have to break down this silos.

I like the term she offered, silo busters.

I love it!

I love it.

So somebody can put that up there as well.

And Lisa made a critical point in her final presentation, as a survivor, at what point did I become irrelevant to prevention? That's so profound!

And again, it acknowledges harm and moving forward as the collective calls for a space of vulnerability and space for healing and we must create communities for us to have these conversations on a national level, on a local level, within state.

The east, north, central region was so amazing with sharing their learnings that we can actually implement and modify and have conversations about how do we address the oppression, the systemic oppressions that the pandemics have revealed, right?

So what is next for us and then I'll pass it on to

Casey and we talk in collaboration with our presenters.

We'll develop and disseminate a publication including key points and recommended action steps.

We will also include resources and information that directly respond to a lot of questions that were asked in the chat box and earlier before the event and add some Webinars, publications that we have developed and hosted.

A lot of our friends in the prevention world.

Lots of organizations have resources to respond directly to the questions that were asked.

So again, thank you so much to everyone who made this event successful.

A special thank you to my colleagues at here, for all of the hard work behind the scenes, coordinating the moving parts. Your energy and creative and I appreciate you all and it's an honor to work alongside all of you.

>> Thank you!

I see, she's already smudging for us.

This is fantastic!

I do need to say, this grant was supported by the national resource center of domestic violence from the administration of children and youth family services, U.S. department of health and human services, its contents are solely the responsibility of the authors and NRCDV and do not officially represent the official views of the U.S. department of health and human services.

I would like to encourage you as you leave today, to please give your feedback.

It's so important for everyone who gave their time and offered their gifts and talents today to hear about your experience and events.

Be sure to connect with us for ongoing assistance and resources and I'm done speaking and you have the floor!

>> Thank you!

Please receive this virtual smudging as a cleanse to be

thankful for the grounds we're taking a part of and
thanking to the original Americans and just thankful to
every culture, every race, every expression of every
identity in this space.

I am so happy I had an opportunity to be a part of this
town hall.

It has been informative.

It has been inspiring.

It has been energizing.

It has been so many many things and rethinking the
table as I'm seeing folks post it on our white board.

I just want to say, thank you!

And so, we're going to do a closing affirmation.

I usually do this affirmation in person.

It will be my first time doing it virtually.

I am going to ask you all to kind of go with this and
listen to these words.

You don't have to repeat them at all.

So everybody can stay on mute until I ask you to
unmute.

I want you to listen to these words.

I want you to feel them in your heart, your soul, and
your spirit.

Feel them in the air.

Feel them all around you.

I want you to internalize these words and hopefully be
inspired by them.

In order to do that, we must be intentional and send
the same vibration of these words to every one that is
in this space that has been sharing with us all day.

People who were here earlier but are not here now.

They were here with us in spirit. Those who have to go, we get it.

Just know these words are intentional. They're vibrational.

And words are so powerful they can move and change things so it's my hope these words will do that for us.

Just think about these words.

And share them in your mind and think about people who you want to send these vibes to.

Send them to yourself for sure.

This is from me to you but I want you to send it out to the world.

You are special.

An original work of art.

Sensitive and strong.

Unbreakable, but flexible and worthy of this time we have spent together today.

I am so glad that we're here right now, present and together.

You are courageous, caring, and calm.

You are a reflection of everything good.

Perfection just as you are.

You are a healer.

A motivator.

A connector. Together as we fight for justice and visibility, as we find new and innovative ways to prevent and to end intimate partner violence, we are undefeatable.

We are stronger and we are capable.

We have each other.

And more people like us come in the future to carry out
our wildest dreams.

And to end intimate partner violence against every one
especially those in the margins.

We will one person and one intervention at a time,
dismantle the margins.

I honor you today.

For all that you have done during this town hall
meeting and all that you have shared and all that you
were willing to take risk for and for this very moment,
and to end, I am thankful.

I hope you are too.

Good job!

Good job!

Good job!

So if you all don't mind, I think this is the most
opportune time to unmute yourself and wish each other
well as we get ready to say good bye.

You can also leave it in the chat.

Put your face in the space.