

## Session #2A

# More than Just Lip Service: Making Real Change Towards Elevating WOC Survivor Leadership



Looking Back and Moving Forward

2021 National Prevention Town Hall



National Resource Center  
on Domestic Violence

**preventIPV**  
tools for social change

# Today's Presentation

Where are we in the Movement?

A Call for Change - Scrapping the Status Quo

Survivors taking their Rightful Place

Building Something New

Q&A



# I'm Every Woman



# Today's Presentation

The Movements's Stance

Film Photographytanc

Vintage Cameras

Our Collection

Contact Us



# Our Presentors



NNENNA MINIMAH  
SHE, HER, HERS



CHRISTINA  
SEMENCHUK



# Where are we in the Movement?

## OUR PAST

Being real about where WOC Survivors & Advocates was in the movement





# Social Change Movements

Women of Color Critical Role in the Movements that  
have changed our World



# A Brief History

1865

The abolition of the transatlantic slave trade.

1840S -1920

Women's Suffrage

1871

Alabama and Massachusetts were the first states to criminalize assaults by husbands against their wives



D'ARA NAZARYAN

## WOMEN'S SUFFRAGE

Women of Color were not silent on this matter and used their voices and took action to making sure that ALL WOMEN were included.

**With us as colored  
women, this struggle  
becomes twofold, first  
because we are women,  
and second because we  
are colored women.**

MARY BURNETT TALBERT  
VICE PRESIDENT AT LARGE OF THE  
NATIONAL ASSOCIATION OF  
COLORED WOMEN



# History continued

1954–1968

Civil Rights Movement

THE 1970S

Feminists rallies

1974

First Shelter for Battered Women

1970S - 1980S

Number of Women of Color in movement increased

1960S -

The LGBTQ+ rights movement.

1994

Violence Against Women Act

References: [https://depts.washington.edu/moves/NWP\\_intro.shtml](https://depts.washington.edu/moves/NWP_intro.shtml)

[https://www.americanbar.org/groups/public\\_education/programs/19th-amendment-centennial/toolkit/suffrage-timeline/](https://www.americanbar.org/groups/public_education/programs/19th-amendment-centennial/toolkit/suffrage-timeline/)

<https://dcadv.org/blog/history-of-the-battered-womens-movement.html>



**The way to right wrongs  
is to turn the light of  
truth upon them.**

IDA B. WELLS-BARNETT

# A Call for Change

SCRAPPING THE STATUS QUO

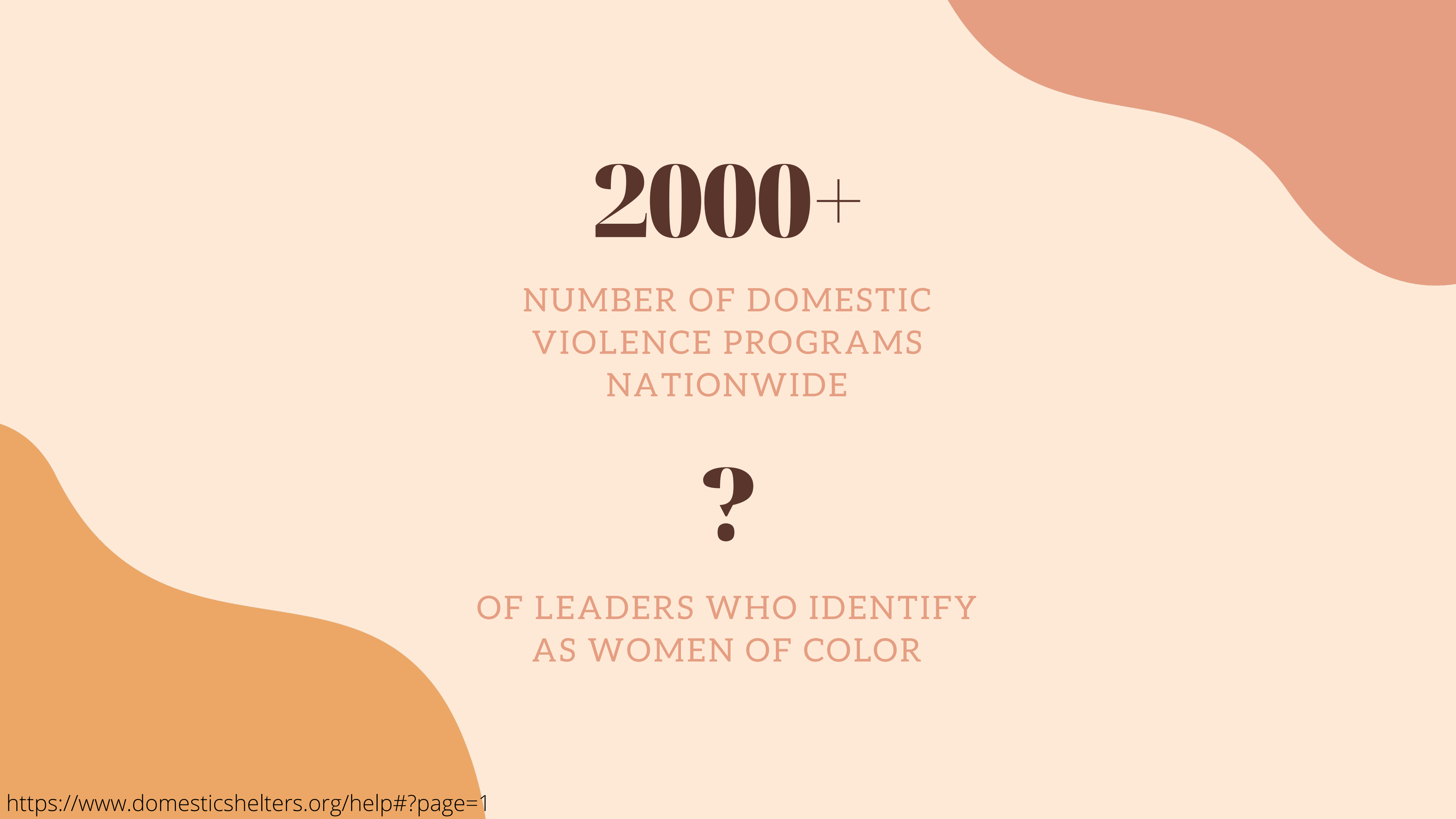






**Change before you have  
to.**

JACK WELCH



# 2000+

NUMBER OF DOMESTIC  
VIOLENCE PROGRAMS  
NATIONWIDE


# ?

OF LEADERS WHO IDENTIFY  
AS WOMEN OF COLOR

Looking at the landscape of where we have been. Its time for us to move from talking to action. And that can seem scary.







Be open to growth  
and change.





Building Something  
New





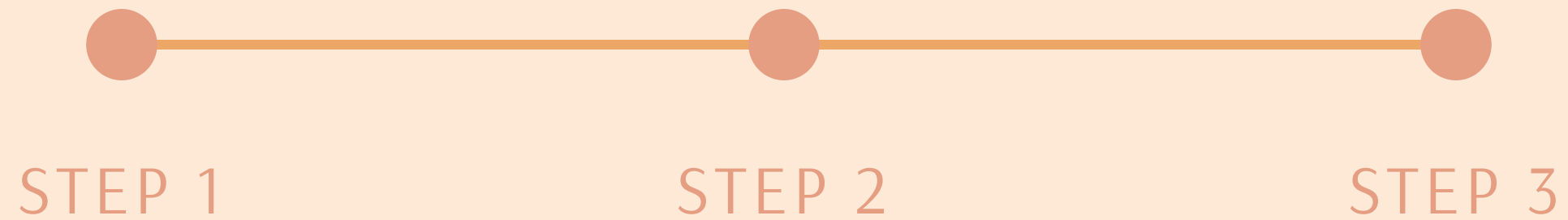
# PROVIDING MEANINGFUL SERVICES WITH REAL IMPACT

What Tools can we use for change?



# *Are you Ready for it?*

## STEPS FOR CHANGE







# Survivors taking their Rightful Place



Trauma-Informed



Survivor Centered



Diversity

# Trauma Informed Workspaces

## ORGANIZATIONAL ENVIRONMENT

Culture, policies, safety, system collab

## WORKFORCE DEVELOPMENT

Trauma Training & Awareness, Secondary  
Traumatic Stress Prevention

## TRAUMA INFORMED SERVICES

Screening & Assessment practices,  
Survivor led



# Diversity

IS ESSENTIAL



## UNDERSTAND HISTORY

Of the Movement and your organization

## ASSESS READINESS

Are you and your organization ready for the change

## SLOW DOWN AND CHOOSE

Pick which method of change works best for your agency

## APPRECIATE THE PROCESS

This isn't a race it takes time and dedication

**What do we  
do first?**

# Time for a Change







# Different Behavior Change Models

## STAGES OF CHANGE

Transtherotical Model - Individal Behavior

## LEWIN'S CHANGE MODEL

3 stages: unfreezing, movement, and refreezing.

## KOTTER'S 8 STEP CHANGE MANAGEMENT MODEL

Used to introduce changes in the management of a company



# Questions

?

## Follow us on Social Media



FACEBOOK



TWITTER



INSTAGRAM



# Meet Us

NNENNA MINIMAH

Founder - Mission Avisee

&

Executive Director - Southeast Advocates for  
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CHRISTINA SEMENCHUK

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# Thank you!

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