

WHAT WILL HISTORY SAY ABOUT YOU & YOUR ORGANIZATION?

Facilitated by



**Valeriana
Chikoti-Bandua Estes
(She/Her)**



Rooting Movements



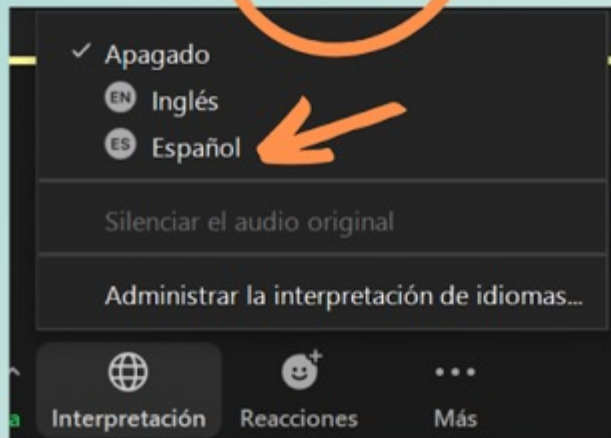
**Darin
J. Dorsey (He/Him)**



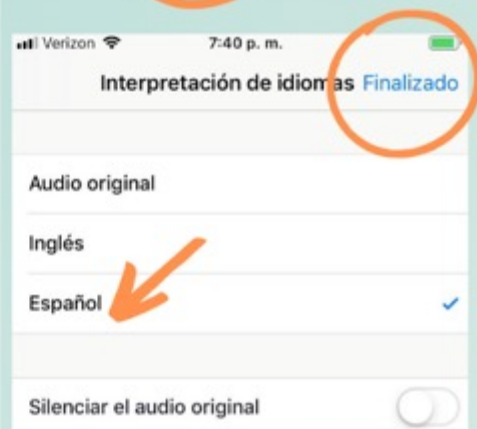
PARA ACCEDER A LA INTERPRETACIÓN



Por computador



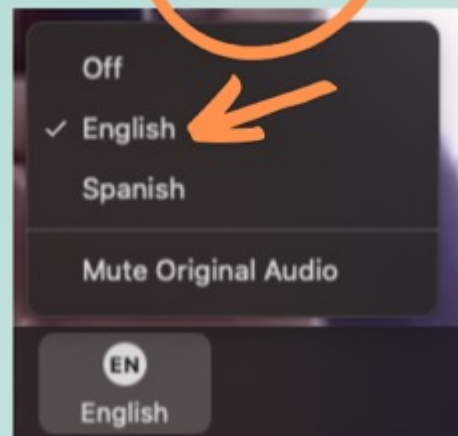
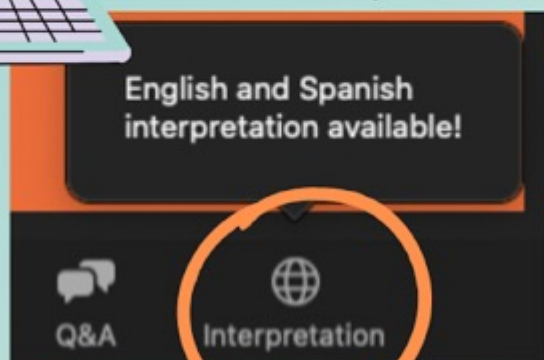
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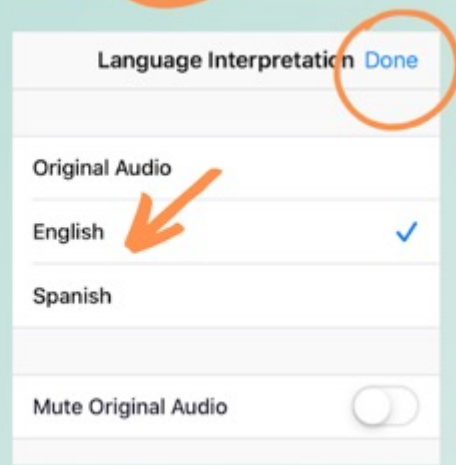
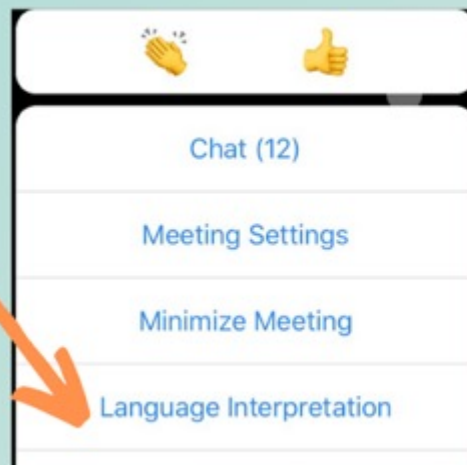
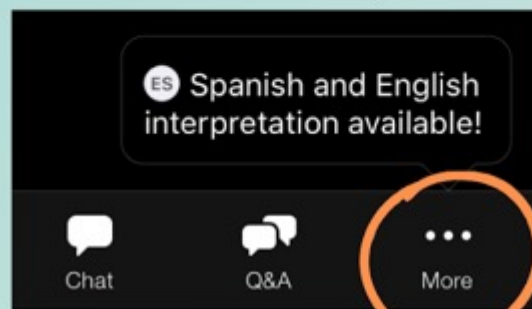
TO ACCESS INTERPRETATION



Via computer

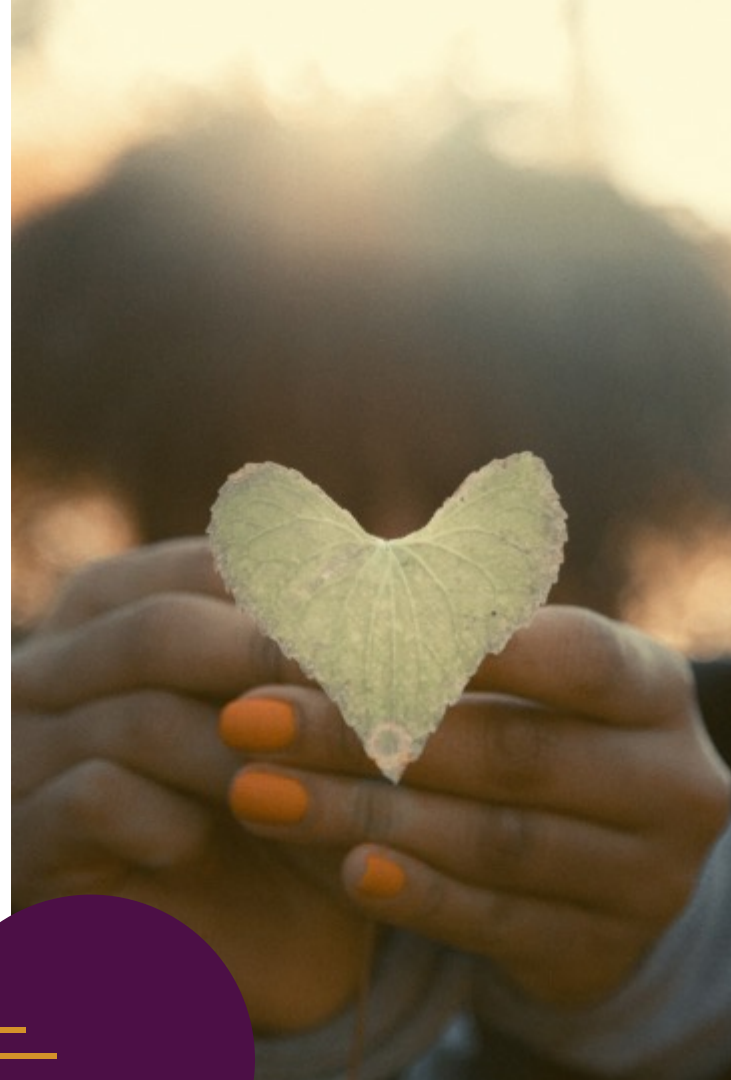


Via smartphone



MISSION: TO STRENGTHEN AND TRANSFORM EFFORTS TO END DOMESTIC VIOLENCE.

The National Resource Center on Domestic Violence provides a wide range of free, comprehensive, and individualized technical assistance, training, and specialized resource materials.



Public Policy Stance



WE COMMIT to advance policy solutions that will make meaningful change for Black and brown communities, trans and non-binary survivors, survivors with disabilities, immigrant survivors, and those most traumatized and harmed by carceral systems and responses.

WE COMMIT to co-creating policy solutions with survivors and communities most impacted

WE COMMIT to being expansive in our policy thinking, efforts, and focus

LAND AND HUMAN RIGHTS ACKNOWLEDGEMENT



COMMUNITY GUIDELINES

1. Please be mindful that Black Culture, Black Experiences, Black Content, Black History and Black liberation will be centered throughout the training.
1. There will be triggering material, please feel free to take breaks as needed and have your mic muted unless we are engaging in group discussions.
1. Let us be mindful of respecting each other, and recognizing that not all lived experiences are the same due to inequalities that exist in our global community.



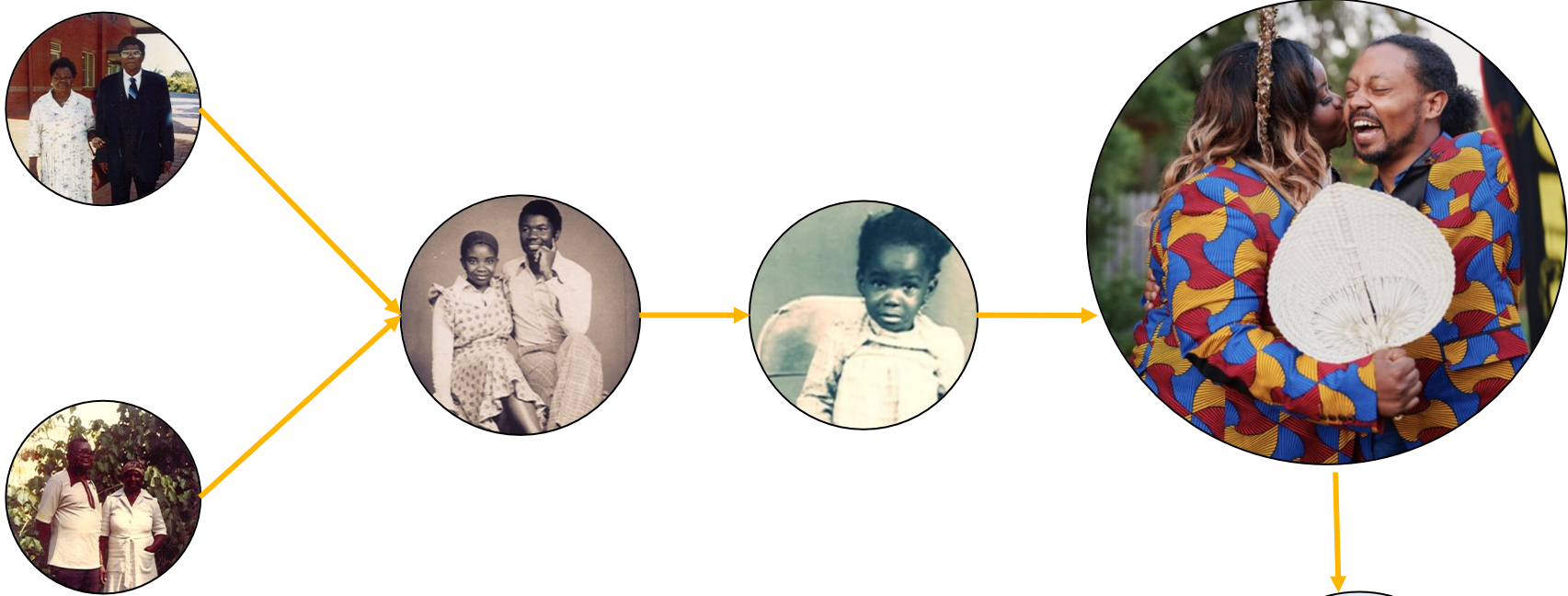
WHERE IT ALL BEGAN.



Darin J. Dorsey
(He/Him)

 Rooting Movements





MY ORIGIN STORY



Valeriana Chikoti-Bandua Estes (She/Her) |
Indigenous to the Ovimbundu Peoples of Angola

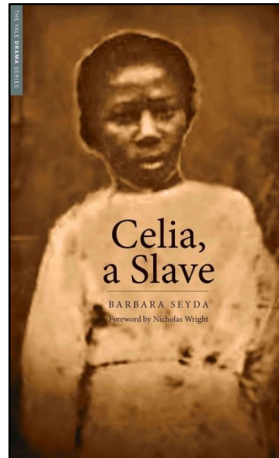


Black Leadership in Movement History

- [History of the Rape Crisis Movement and Sexual Violence Prevention - Prevent Connect](#)
- [Recovered Histories of Anti-Rape Activism: Celebrating Aishah Shahidah Simmons and Intersectional Approaches - The Feminist Wire](#)
- [Black Activists against Sexual Violence throughout U.S. History - Boston Area Rape Crisis Center](#)

“The 1960s and 1970s are central to historic understanding of U.S. anti-rape activism, particularly in its institutional formations. The anti-violence work of these decades was deeply informed by Indigenous and Black women’s activism against white supremacist sexual coercion and exploitation that extends back into U.S. settler colonialism and slavery.”

- The Feminist Wire



The Role of White Women During Slavery



“ White women have known from the beginning in this country that they possess this power, the power to activate white supremacy and spur it to extreme violence. They merely have to feign victimhood, to appear afraid and affronted, to muster a tear or a scream. The activation of white terror is a white woman’s soft power.

We like to masculinize white supremacy, to presume it reeks of testosterone, when in fact, it is just as likely to be spritzed by perfume. Forty percent of slave owners were white

supremacy, to presume it reeks of testosterone, when in fact, it is just as likely to be spritzed by perfume. Forty percent of slave owners were white women. It was white women who made the market for Black women’s breast milk and who were attended by Black women in the big house. It was white women who upheld much of the day-to-day white supremacy—the schoolteachers, the store clerks, the waitresses. And it is now often white women activating police interactions with Black people.

The Devil you know, 2021
Author: Charles Blow

”

Source: <https://www.cambridge.org/core/books/gender-and-race-in-antebellum-popular-culture/introduction/5B6687C22EB7EB55655BBB04E3395229>



Addressing the Intersections

“...I don't care how poor or how rich this white woman has been, she still felt like she was more than us. But coming to the realization of the thing, **her freedom is shackled in chains to mine, and she realizes for the first time that she is not free until I am free. The point about it, the male influence in this country—you know the white male, he didn't go and brainwash the black man and the black woman, he brainwashed his wife too. . . .He made her think that she was a angel. You know the reason I can say it, folks, I been watching. And there's a lot of people been watching.**”

- Fannie Lou Hamer, excerpt from “The Special Plight and the Role of Black Woman,” Speech given by Fannie Lou Hamer at NAACP Legal Defense Fund Institute, New York City, May 7, 1971.



The Origins of Inequitable Labor



Source History.com



Source History.com

Between 1525 and 1866, in the entire history of the slave trade to the New World, according to the Trans-Atlantic Slave Trade Database, 12.5 million Africans were shipped to the New World. 10.7 million survived the dreaded Middle Passage. - Henry Louis Gates Jr.



Black Led Historical Philanthropic Contributions



Madame CJ Walker

Dec 23, 1867 – May 25, 1919

- Resource Sharing.
- Reinvesting Black \$ into the Black Community.
- Financial Contributor to Black schools.
- Provided Entrepreneurial avenues for Black families.
- Financial giving.



Dr. Martin Luther King Jr.

Jan 15, 1929 - April 4, 1968

- Mutual Aid
- Community Giving
- Social and Community Care
- Foundational Commitment to interrupt Economic oppression.



Black Panther Party Movement

Founded in October 15, 1966: Huey P Newton, Bobby Seale and Elbert Howard.

- Care work
- Community Giving
- Medical Aid: Sickle cell Anemia
- Centering Food Security
- Resourcing Educational Support for young Black youth.



The Audacity of Safety for Black Women

FACTORS FOR WHY HISTORICALLY BLACK GIRLS AND WOMEN CONTINUE TO EXPERIENCE HARM



HIGHER PAIN TOLERANCE



PILLARS OF STRENGTH
FOR EVERYONE



TARGET OF FETISHES
& OBJECTIFICATION



RECIPIENTS OF FINANCIAL
OPPRESSION

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“The most disrespected person in America is the black woman. The most unprotected person in America is the black woman. The most neglected person in America is the black woman.”-Malcolm X

Trigger warning for Video: Please be advised that this video contains so content that is triggering and violent.

<https://www.youtube.com/watch?v=IfYRzxeMdGs> -The US medical system is still haunted by slavery 8 mins 48 secs

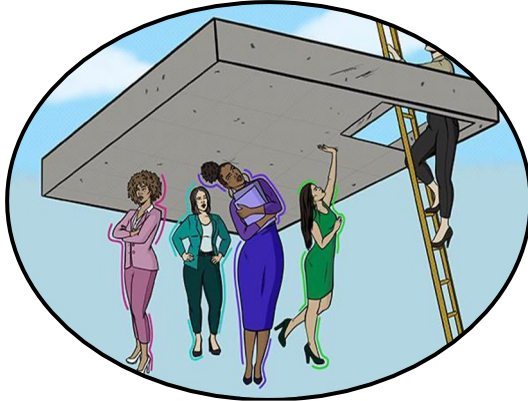


ANTI-BLACK HISTORICAL REALITIES IN THE NONPROFIT INDUSTRY

Here Are The Facts

- 80% of all non-profits are white-led.
- 315 of the largest nonprofits in the US are 90% white led.
- 80% of nonprofit recruitment, often takes place from a professional network pool.
- 75% of white folks often do not have BIPOC professionals in their network.

Source: <https://nonprofitquarterly.org/how-white-people-conquered-the-nonprofit-industry/>



Source: <https://coco-net.org/problem-woman-colour-nonprofit-organizations/>

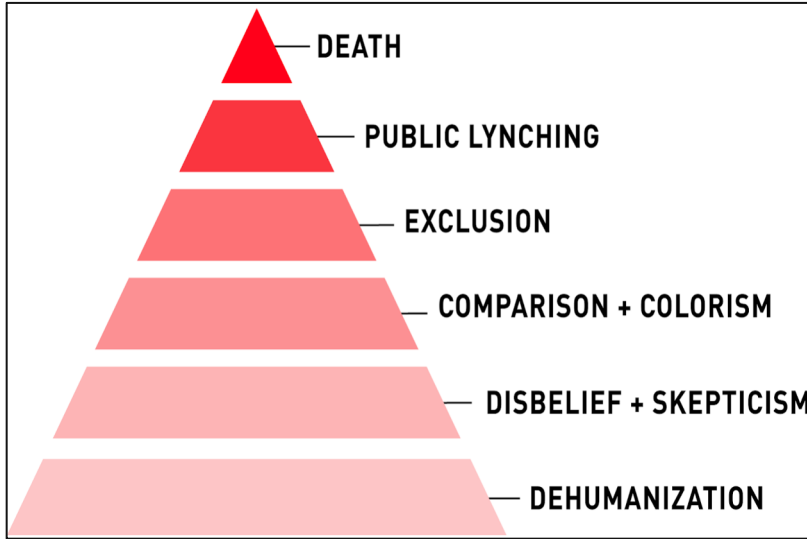
FINANCIAL OPPRESSION

To ensure that your agency is moving towards an equitable workplace model, consider practicing the following practices of open communication that are not oppressive in nature:

- 1. Open communication** with staff members around real time expenditures and/or long term budgetary goals for a given agency.
2. Develop a policy and implement a procedure for **regular reviews of liveable salary/wages** that champion equity.
3. Consider developing a survey to ask all staff what works best for them. **Staff are an incredible resource and asset who can inform best practices.**
4. Revisit job descriptions and revise if necessary to **ensure that the financial roles are clear** and interact with appropriate oversight.
- 5. Educate all staff** of where funding sources come from and inform all staff about how agency is working to be intentional about transparent budgetary checks and balances.

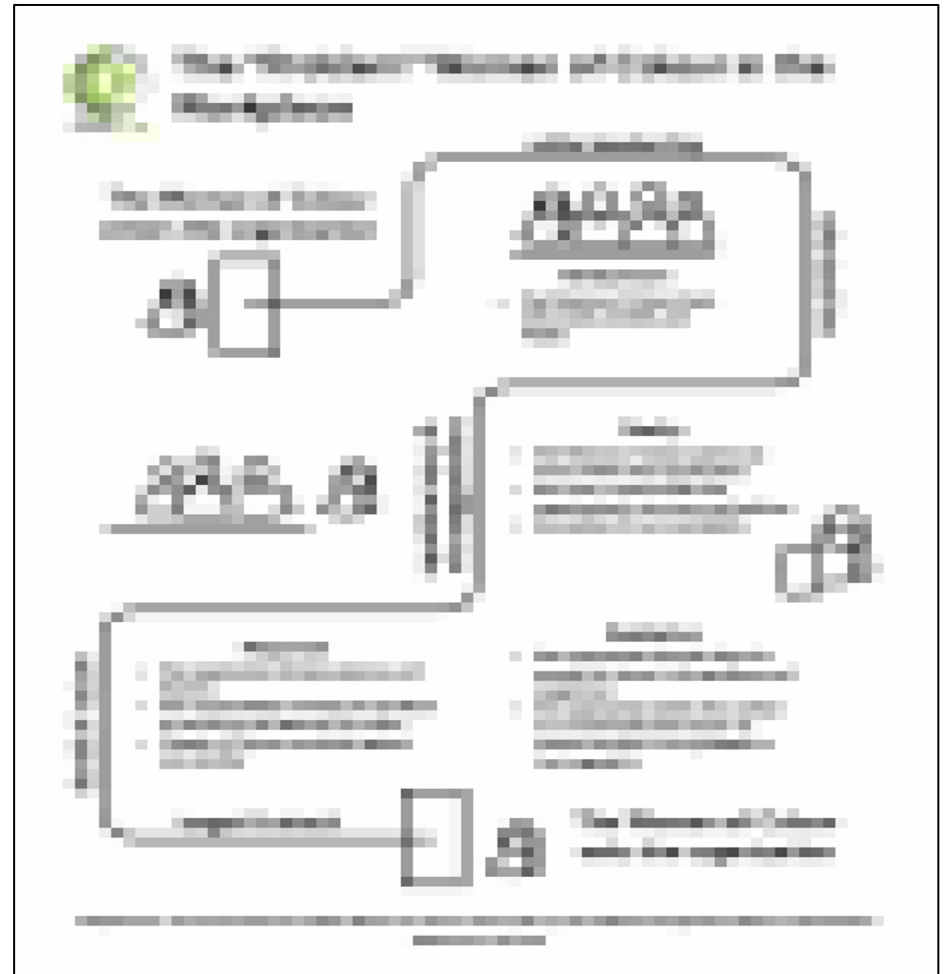


RACIST AND ANTI-BLACK REALITIES IN THE NONPROFIT INDUSTRY

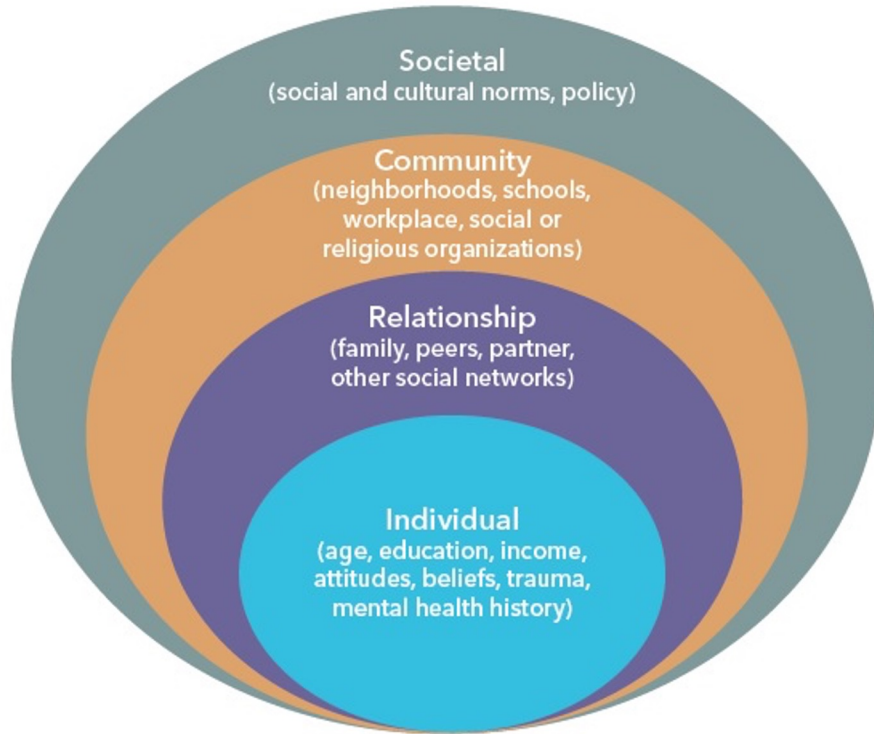


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Source: <https://coco-net.org/problem-woman-colour-nonprofit-organizations/>



The Socioecological Model



[SafeStates Alliance](#)

Racism is both overt and covert. It takes two, closely related forms: individual whites acting against individual blacks, and acts by the total white community against the black community. We call these individual racism and institutional racism. The first consists of overt acts by individuals, which cause death, injury or the violent destruction of property. This type can be recorded by television cameras; it can frequently be observed in the process of commission. The second type is less overt, far more subtle, less identifiable in terms of specific individuals committing the acts. But it is no less destructive of human life. The second type originates in the operation of established and respected forces in the society, and thus receives far less public condemnation than the first type.

Kwame Ture and Charles V. Hamilton, *Black Power: The Politics of Liberation* (New York: Vintage Books, 1967)



Cancel Culture: How it really works

"...all cancellations are not created equal. Christine Blasey Ford, who accused Brett Kavanaugh at his Supreme Court confirmation hearings of sexual assault, was inundated with death threats, forced from her home and driven into hiding. Dave Chappelle, accused of transphobia, collected millions from Netflix for a series of stand-up specials and got his feelings hurt."

Ta-Nehisi Coates: The Cancellation of Colin Kaepernick (nyt)

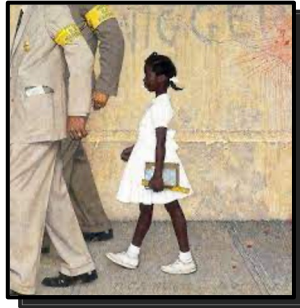


DARVO

stands for "**Deny, Attack, and Reverse Victim and Offender.**" The perpetrator or offender may Deny the behavior, Attack the individual doing the confronting, and Reverse the roles of Victim and Offender such that the perpetrator assumes the victim role and turns the true victim -- or the whistle blower -- into an alleged offender. Freyd, J.J. (1997) [Violations of power, adaptive blindness, and betrayal trauma theory](#). *Feminism & Psychology*, 7, 22-32.



THE ILLUSION OF WOKENESS



*“Women of color came to this work because the movement’s **“justice”** rhetoric promised us that our leadership would be recognized and supported. We believed that promise. We really did believe it, and we dug in because we thought that the work would embrace our lives and our contributions. **What we found then is what we still find now: a pernicious form of racism in the movement to end gender violence. This reality does not make sense because it is inconsistent with what the movement says we believe in.**”*

-Beth E. Richie

The Incentives of Performing Anti-Racism

“The white liberal differs from the white conservative only in one way: the liberal is more deceitful than the conservative. The liberal is more hypocritical than the conservative. Both want power, but the white liberal is the one who has perfected the art of posing as the Negro's friend and benefactor; and by winning the friendship, allegiance, and support of the Negro, the white liberal is able to use the Negro as a pawn or tool in this political "football game" that is constantly raging between the white liberals and white conservatives.

Politically the American Negro is nothing but a football and the white liberals control this mentally dead ball through tricks of tokenism: false promises of integration and civil rights.”

Malcolm X (1963)

IDEAS • EQUALITY

2020 Forced Americans to Confront the Reality of Racism. In 2021, Many Looked Away



People celebrate the life of George Floyd by lighting candles at the intersection of 38th Street and Chicago Avenue on May 25, 2021, in Minneapolis. Brandon Bell/Getty Images



BY JANELL ROSS DECEMBER 29, 2021 10:00 AM EST

Janel Ross is the senior correspondent on race and identities for TIME.

Time Magazine



Rooting Movements



How do we Actualize our Commitments to Anti-Racism?

The Moment of Truth letter

This moment has long been coming. **We must be responsible for the ways in which our movement work directly contradicts our values.** We espouse nonviolence, self-determination, freedom for all people and the right to bodily autonomy as we simultaneously contribute to a pro-arrest and oppressive system that is designed to isolate, control, and punish. We promote the ideas of equity and freedom as we ignore and minimize the real risks faced by BIPOC survivors who interact with a policing system that threatens the safety of their families and their very existence. **We seek to uproot the core drivers of gender-based violence yet treat colonialism, white supremacy, racism, and transphobia as disconnected or separate from our core work.**



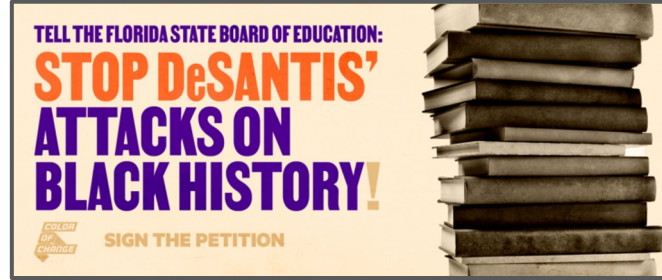
vawnet.org



Rooting Movements



Political Neutrality Harms Black Communities



What Accomplices Can Do

Actively and publicly support Black led leadership



Create specific room for Black folks to voice their joy, concerns and need for rest.



Financially support Black folks with abundant resources.

Hold each other and leaders in the movement accountable.



Center Black Survivorship and Black liberation efforts.



Interrupt, resist and hold agencies accountable as it pertains to NDA's.

Center conversations, initiatives and movements that involve reparations.



Contract, hire and actively promote Black Advocates, Black Abolitionists and Black consultants in the movement.



Actively seek transparency in leadership, when anti-Black violence is taking place.



Stay Connected With US



Rooting Movements



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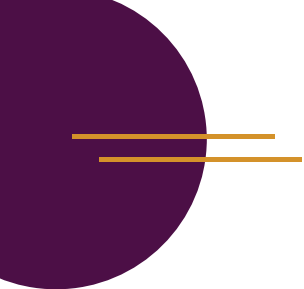


[instagram.com/nrcdv/](https://www.instagram.com/nrcdv/)



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