Welcome, The Web Conference Will Begin at 11 AM PT/2 PM ET

WEB CONFERENCE

Changing the Culture of Schools, Churches, and Communities to Prevent Child Sexual Abuse
Lessons from the Just Beginnings Collaborative

PreventConnect
A NATIONAL PROJECT OF CALCASA
How to use this technology

- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

Please send a private chat message for help.

Contact Adobe Connect support at https://helpx.adobe.com/adobe-connect/connect-support.html
PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners
Changing the Culture of Schools, Churches, and Communities to Prevent Child Sexual Abuse: Lessons Learned from the Just Beginnings Collaborative

January 9th, 2019
11am-12:30pm PT; 2pm-3:30 pm ET

PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conferences do not necessarily represent the official views of the U.S. government, CDC or CALCASA.
Meet the PreventConnect team

Ashleigh Klein-Jimenez,  
*she/her/hers*  
Project Manager

Tori VandeLinde,  
*she/her/hers*  
Training & Technical Assistance Specialist
Objectives

• Describe culture change as it relates to organizations, communities, schools, and families

• Identify ways organizations and communities can prevent child sexual abuse

• Engage in discussion on how organizations and communities can be agents of cultural change to prevent child sexual abuse
Our Guests

Eb. Brown
He/Him
Just Beginnings Collaborative

Tashmica Torok
She/Hers
The Firecracker Foundation

Linda Crockett,
She/Hers
Samaritan Safe Church

Ahmad Greene-Hayes,
He/Him
Children of Combahee

Meg Stone
She/Hers
IMPACT Boston
Eb. Brown
*He/him/his*
Interim Program Coordinator
Just Beginnings Collaborative
Strategic Goals

• Strengthen the capacity of leaders and organizations working to end child sexual abuse
• Create a community of funders committed to the long-term sustainability of this work
• Develop social change campaigns specific to this issue
About our guest

Tashmica Torok,
She/her/hers
The Firecracker Foundation
Honoring the bravery of children who have experienced sexual trauma by building a community invested in the healing of their whole being.
Our Culture

- Survivor-led and Survivor focused
- Trauma-informed
- Long-term Healing
- Invested and Engaged Community
Me introducing myself at conferences:

“Hi. My name is Tashmica and I am a survivor of child sexual abuse and incest.”

Fellow attendee comment at a conference:

“We need to make it safe for survivors to be public and do this work?”
Reflection

How do you end child sexual abuse if you create a movement that silences survivors and/or makes them invisible?
Survivor-led and Survivor-focused

- Board and Committee Leadership
- Program Development
- Community Engagement
- Activism and Demonstrations
Board and Committee Leadership

• Survivors are not asked to check their experiences at the door.
• We cultivate an environment that accepts the challenges board members might be experiencing as survivors doing this work.
• We create policies that make it safe for all survivors to participate.
Program Development

• Mental health therapy rooted in deep faithfulness and trust
• Yoga as a trauma-sensitive and consent based practice
• Advocacy services for survivors by survivors within institutional settings
• Youth programming with a focus on healing and organizing in partnership with the Me Too Movement.
Community Education

- Facilitated panel discussions with survivors and multidisciplinary teams
- Multi-media art shows featuring the stories of survivors
- Public demonstrations of support and protests
- Trainings on topics related to prevention, understanding CSA, cultural competency, LGBTQ considerations, sex education, etc.
Survivors Lead
Employment Practices

- Hiring
- Respecting Roles
- Militant Self-Care
- Collective Decision Making

**Most importantly** – Not replicating the power and control dynamics of sexual and domestic violence
You cannot hope to inspire culture shift in your community if you are replicating the harm of the violence you hope to eradicate within your own organization.

As an organization, we show up in alignment with our values.
Culture Shift

I can't fix America!
What does it look like?

Mental Health Therapy
- Individual Therapy
- Caretaker Support Groups

Advocacy
- Pediatric Medical Advocacy
- Title IX Advocacy
- Trauma-informed Midwifery, Education, and Doula Program
- Community Education
What does it look like?

Trauma-Sensitive Yoga
• Individual (private) sessions
• Group sessions
• Group facilitated w/ therapist for partner agencies

Youth-led Programming
• Teen Club
• Sisters in Strength – Lansing (#MeTooTeen)
Outcomes

We view the relationship between the healing and the healers as reciprocal and interchangeable.
Stay in touch!

@thefirecrackerfoundation

@FirecrackerFdn

The Firecracker Foundation

www.thefirecrackerfoundation.org
Text Chat Question

What practices are you implementing or could you suggest implementing in your prevention work to ensure alignment with your values?

ASHLEIGH KLEIN: Use this text chat box to respond to our questions, ask your own, and connect with others!

ASHLEIGH KLEIN: You can also send private text chat messages to the host, presenters, and other participants.
About our guest

Linda Crockett,
She/her/hers
Samaritan Safe Church
Our Work: Ending CSA by...

• Shifting culture in institutions
• Primary Prevention
• Healing & Leadership Development for Survivors
• Social Movement Building
Primary Prevention

“Where we’re going and where we’ve been: Making the case for prevention,” prevention messaging guide from the Berkeley Media Studies Group and RALIANCE.

Survivors of child sexual abuse (CSA) are often untapped sources of wisdom for their church, community, and social movements.

Survivors shape the work we do!
Massive Institutional Failure to Protect Our Children
The “Safe World” of a Child...
Question:

Why did it take a grand jury subpoena of church records to bring to light the sexual abuse of over 1,000 children by 300 Catholic clergy over decades in six of PA’s dioceses?
Question:

“How could so many people ignore so many allegations of abuse for so long?”

– Asked the prosecution at the trial of football coach Jerry Sandusky?
Question:

Why could Nassar get away with sexually abusing little girls for so very long?

How could two major institutions (MSU & Olympic Committee) surrounding him abhorrently fail at protecting the children and women under their care?
How did we get here?
How did we get here?

✓ “Quick Fix” Policy
✓ Little to NO training
✓ Protecting reputation
✓ Credentialed Leaders
✓ Central Authority
✓ Lack of full system engagement
Traditional Approach to Child Protection

- **Dry Bones Policy**
  (courtesy of an insurance company or denomination!)

- **Periodic staff & volunteer training**

- **Background checks**

= **WE GOT IT COVERED!**
Systematic Institutional Culture Change requires...

- Moving beyond education, awareness raising, and services to changing social norms, values, and behaviors
- Creating policies and practices to sustain a positive shift
- Our core curriculum is designed to change congregational/organizational culture in five areas

Changing culture IS the core work of social movement building.
Our Approach and Multi-Month Process

✓ Engage the entire congregation or organization

✓ Shift the culture from a reactive to a proactive stance on CSA

✓ Build infrastructure to sustain the shift!
What is culture?
Our working definition

• Group norms of behavior and the underlying shared values, customs, traditions and narratives that help keep those norms in place.
• These norms exist within a structural container of policies and practices (i.e. legislative, regulatory, institutionally developed, etc.).
Organizational/Faith Community Culture

A set of key ideas

A language

A set of values or norms

A system of rewards and penalties – direct/indirect
What are the core values, narratives, belief systems & norms of communities/organizations you work with?
Culture Lessons from an Elevator
Even if you have a GREAT program...
Our 5 Buckets of Cultural Change

1. Increasing awareness and more open discussion of CSA (breaking the silence)
2. Creating environments in which adult survivors feel safe and supported
3. Creating safe environments for children and youth, and ensuring they have trusted adults to go to
Our 5 Buckets of Cultural Change

4. Making infrastructure changes related to policy, practice, and facilities
5. Developing CSA related ministries and community resources

(In Church speak: Go Missional!)
Documenting/Convening

Independent Evaluation

Process

- Data gathering from 50+ churches
- Graphic Recorder to capture convening discussion in Survivor Interviews
- Social change consultant to analyze pre-convening surveys and convening outcomes
- Report Preparation
Bucket #1: Open Discussion

- **YES!** We have regular discussions at committee meetings, adult Sunday School class, and activity planning
- **YES!** Several sermons on CSA
- **YES!** This issue is visible now – newsletters, worship services, prayers
Bucket #2: Support for Adult Survivors

- **YES!** More supportive and open environment gives survivors confidence to share their stories.
- **YES!** Survivors have become leaders in Safe Church.
Bucket #3: Safe Environment for Children

- **YES!** Circle of Grace opens the door.
- **YES!** Kids are coming to their “trusted adults” at church with questions or concerns.
- **YES!** Our teachers and volunteers really “get” how important this is.
Bucket #4: Infrastructure Changes

- **YES!** Policies & Practices are being followed – and people know WHY.
- **YES!** Hallway monitors, windows on classroom doors, closets locked.
- **YES!** We have greater clarity/communication about safety!
Bucket #5:
Share Learning/Go Missional!

• **YES!** Started Survivor Support Groups
• **YES!** We held a child abuse awareness campaign
• **YES!** We shared what we are doing with other churches in our Conference/Synod
Culture Change

Program design:

• What are the specific cultural shifts your work is designed to make in the communities you work with? What are your “buckets” of change?

• How will you measure the degree of change?
The Role of Culture Change in Our Communities and the Movement to End Child Sexual Abuse

Centering Culture Change in Social Justice
A #MovementMoment paper

Linda Crockett & Hilary Binder-Aviles

Connect with Safe Church

- Facebook.com/samaritansafechuch
- Twitter.com/endingCSA
- Linkedin.com/Samaritan-safe-church-safe-places
- [www.samaritansafechurcho]g
- [LCrockett@scclanc.org](mailto:LCrockett@scclanc.org)
About our guest

Ahmad Greene-Hayes,
He/him/his
Founder and Director of Children of Combahee
Objectives

• To discuss the role of Children of Combahee in bridging the gap between Black church communities and the movement to end sexual violence, and child sexual abuse specifically

• To name how Black church communities have historically and are contemporaneously working against rape and child sexual abuse

• To underscore our programming and how you can partner with and/or support us
About Children of Combahee

- Children of Combahee is an organization, currently funded by the Just Beginnings Collaborative until the end of 2019, that mobilizes against child sexual abuse in Black churches using womanist, queer-affirming pastoral and theological methods.
About Children of Combahee

• Named after Harriet Tubman’s 1863 Combahee River Raid, and the 1970s radical black feminist organization of survivor--activists (the Combahee River Collective), our organization builds on a longstanding legacy of resistance, healing, and communal reckoning around issues of racial, sexual, and gendered violence in black communities.

• Toni Morrison writes in her newest book, *God Help the Child*, “What you do to children matters. And they may never forget it.”
Toni Morrison in *God Help the Child*

“What you do to children matters. And they may never forget it.”
“Every congregation contains victims of sexual violence. Every church with women, men, boys, girls, or the elderly contains victims of sexual violence. Whether an individual confides in the church leaders, family, or friends, or chooses to remain silent, there is no church void of the people whose lives are changed by experiences of sexual violence. Because every church contains persons affected by sexual violence, the church must respond. Because sexual violence affects every aspect of our communities, including our religious and spiritual lives, the church must respond. Because silence is a response of tolerance, the church must respond.”

--The Rev. Dr. Monica Coleman, The Dinah Project
Our FIVE main objectives

• **ONE:** Clergy, parents, caregivers and other community members are provided knowledge and tools for recognizing child sexual abuse, addressing child sexual abuse, and preventing child sexual abuse.
Our FIVE main objectives

- **TWO:** Black churches are taught how to reimagine the pulpit as a tool of antirape activism, especially as it pertains to ending child sexual abuse, versus its historic phallic symbolism of rape apologist leanings.
Our FIVE main objectives

• **THREE:** We call on Black churches to think about the implications of theologies that both endorse and/or deny the prevalence of child sexual abuse. At our anti-rape sermon workshops, clergy are encouraged to create innovative sermons that compel congregants to be more intentional about ending child sexual abuse in their homes and communities.
Our FIVE main objectives

• **FOUR:** We partner with other organizations and activist groups that do work around sexual violence in the Black church to find areas of overlap and to ensure that children’s voices and narratives are included in all organizing efforts.
Our FIVE main objectives

- **FIVE**: We host public town halls in black churches where survivors are offered space to share their testimonies and find healing in community.
Contact us!

@_BrothaG
@CombaheeKids

www.ahmadgreene.com
www.childrenofcombahee.org
ahmad@childrenofcombahee.org
Who do you need to partner with in your community to have the biggest impact on preventing child sexual abuse?
About our guest

Meg Stone,
She/her/hers
Executive Director,
IMPACT Boston
Organizational Change

Preventing Sexual Abuse in a Disability Specific School Network
Underlying Goal

Creating teams that are **trusting and cohesive** enough to grapple with the complexities of sexual abuse.

...but not **so loyal that** they **fail to act** when coworkers abuse power or violate students’ boundaries.
Our Process

• Assembled leadership team
• Assessed needs, concerns and strengths
• Defined organizational culture & values
• Created A Child Sexual Abuse Prevention Plan
• Full Implementation & Evaluation
Areas of Focus

• Staff Training & Development
• Organizational Policies and Guidelines
• Parent Mentorship
• Survivor Support & Secondary Trauma
• Healthy Relationships & Sexuality Education
• Prevention Skills for Students
• Reporting
Challenging Ableism
A blind eye to sex abuse: How USA Gymnastics failed to report cases

Top executives at one of America's most prominent Olympic organizations failed to alert authorities to many allegations of sexual abuse by coaches – relying on a policy that enabled predators to abuse gymnasts long after USA Gymnastics had received warnings. Read more...
Social Norms in Special Education & Disability Services

- People taught to comply
- People’s bodies touched without their choice
- Less access to sex education or healthy sexual relationships
- People with disabilities are sometimes seen as not capable of sexual relationships
  - Some are actively prohibited from engaging in sexual relationships by family or service providers
Abuse in organizations thrives when...

- Leaders are not accountable
- Constructive challenge is not safe
- Touch is not chosen, boundaries are not honored
- People who are not abusing lack the knowledge or power to recognize & interrupt abusive dynamics
In An Abusive Situation

One person has lots of power & others have little or none.

In an Abuse Prevention Organization

Power is shared and leaders are accountable.
Person with power erodes trust gradually by violating people’s bodies and boundaries.

Official policies and organizational expectations enable staff to question and challenge more subtle violations.
In An Abusive Situation

Touch is chosen by the person in power with little or no regard for others’ wishes or needs.

People with disabilities get choice about how their bodies are touched. Staff are also respected if they choose not to give hugs or receive other types of touch.
Person with power goes unchallenged because the person being abused and others are afraid.

Students learn to protect & advocate for themselves and are supported when they do.

Staff learns skills and gets support for challenging unsafe situations.
Aligning Prevention with Mission & Core Values
Aligning Prevention with Core Values

Example Core Values:

• “We value preventing child sexual abuse through strong and clear policies that emphasize choice, body autonomy, self-advocacy, and accountability.”

• “We value having guidelines about what types of touch between staff and students are appropriate. We also value being flexible and student-centered enough to accommodate unique needs.”
Meaningful & Specific Policies
Some Elements of an Effective Policy

• **Widely relevant** – not just a response to one incident

• **Clear & specific** – a person can read it once and know what it means

• **Enforced & enforceable** – the organization has the resources and political will to follow it

• **Consistent with skills & training** – People charged with enforcing it have the knowledge and skills to do so
A policy can...

• Communicate values & expectations
• Give recourse to address risky or problematic actions before they escalate
• Provide clarity & consistency under stress
A policy can’t...

• Be a substitute for deep organizational culture change work
• Be meaningful if the person or people in charge of enforcing it don’t have the skills or power to do so
[NAME OF ORGANIZATION] prohibits and does not tolerate sexual abuse or misconduct in the workplace or during any organization-related activity. [NAME OF ORGANIZATION] provides procedures for employees, volunteers, board members or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership, as well as criminally prosecuted.
Any time a staff member is touching a student the touch must be intended to serve the student. The staff member must be able to articulate the reason for the touch. Staff are also expected to be mindful about potential negative effects of touch, given the large number of SEEM students who are survivors of abuse and trauma who may be upset or confused by touch from staff.

The following are recognized reasons why it is acceptable for staff to touch students:

- Education
- Therapeutic
- Safety
- Hygiene and Medical
- Instructional
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Facebook: IMPACT Boston
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Follow Triangle

Twitter: @TriangleInc
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Instagram: triangleorg
Upcoming PreventConnect Web Conferences

Adult Survivors as Movement Leaders
Lessons learned from the Just Beginnings Collaborative
Wednesday, January 23, 2019
11:00AM PT | 2:00PM ET

Mobilizing and Organizing Communities to End Child Sexual Abuse
Lessons from the Just Beginnings Collaborative
Wednesday, January 30, 2019
11:00AM PT | 2:00PM ET

Past PreventConnect Web Conferences

#PowerInPrevention
Ending Child Sexual Abuse Web Conference Series

5 Years of Insight and Action: #PowerInPrevention Ending Child Sexual Abuse Web Conferences

Preventing Adverse Childhood Experiences

PreventConnect blog on CDC’s VetoViolence online training “Preventing Adverse Childhood Experiences”

CDC Technical Package “Preventing Child Abuse and Neglect: A Technical Package for Policy, Norm, and Programmatic Activities