



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

**PreventConnect**  
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[preventconnect.org/email](http://preventconnect.org/email)

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# How to use this technology

## Text Chat (Everyone)

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- Polling questions
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# 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 9<sup>th</sup>, 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





# Just Beginnings Collaborative



**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

Just  
Beginnings  
Collaborative



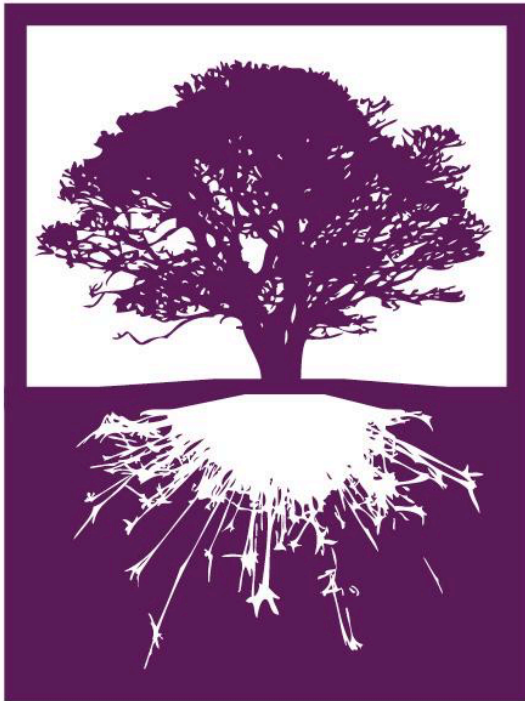
# About our guest



**Tashmica Torok,**  
*She/her/hers*  
The Firecracker Foundation



# The Firecracker Foundation



**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



# A Quick Story

## **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?”



**ARE YOU TALKING ABOUT ME?**



# 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

# Culture Shift

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





# 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](http://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?

Text Chat (Everyone) 

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# 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





*Safe Places*  
Child Sexual Abuse Prevention

SAMARITAN  
*Safe Church*  
Child Sexual Abuse Prevention





# Primary Prevention

Where we're going  
and where we've

*Making the case for preventing sexual*



**RALIANCE**  
Research Alliance for  
LGBTQ+ Inclusion and Advocacy

berkeley **media** studies

to Cordelia Anderson of Sensibilities Prevention Services for helping us conceptualize prevention of child sexual abuse; and to Maia Christopher of the Association for the Treatment of Sexual Abusers for being an unforgiving champion of the project and helping us think about how to frame prevention from different perspectives.

For sharing their expertise and providing guidance on real-world prevention approaches, we thank Shawn Blum and Jacqueline Deitch-Stackhouse of Princeton University, Alisa Klein of Alisa Klein Consulting, Keith Kaufman of Portland State University, and Patrick Lommon.

Thanks to Annette Burthuis-Cley of the Texas Association Against Sexual Assault for providing helpful feedback and overall support, and to Strong Oak Leadership of the Vermont BEAR Circle Intertribal Coalition for helping us frame prevention approaches and providing insights on racial equity concerns.

The message testing that grounds much of this work was led by Fuhsukuh Orr and Amy Simon of Goodwin Simon Strategic Research who were incredible, diligent, and insightful thought partners.

For graciously sharing their time and lived wisdom, we thank our focus group messengers, including Jemina Harvey and Sharon Thomas of Camp Curtin YMCA, Felicia McGinty, Lorin Linscott, Thomas of Camp Curtin University, Joan Lindquist Grady and Jackie Moran of Rutgers University, Joan Finn of Worcester of the Central MA Collaborative and Jamie, and Deb Heit of Public Schools; Linda Crockett, Bethany Smith, and Sam SaleChurch; Jeremiah Headen of The Praxis Project, and Sam Shweitsky and Mary Claire Bennett at Princeton University.

For sharing their stories and helping shape our thinking about prevention, we thank Eluna Navarro of Hamilton Health Center; Lindsay Lughosa of the LGBT Center of Central Pennsylvania; Scott Ryan Sanders of the Republican National Committee; Scott Jensen of Time To Tell; Jennie Jenkins; Frank O'Leary, formerly of the Asian/Pacific Islander Domestic Violence Research Project; Monica Ferraro of the Massachusetts Department of Youth Services; Nicola Tule of JusticeWorks Youth-Care; Tonje Riesen of eleven24; Casey Crockett of Futures Without Violence; Colin Stevens of Blue Shield of California; Julie Novak of Big Brothers and Big Sisters of America; Marsha Glamer Tullis

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“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.

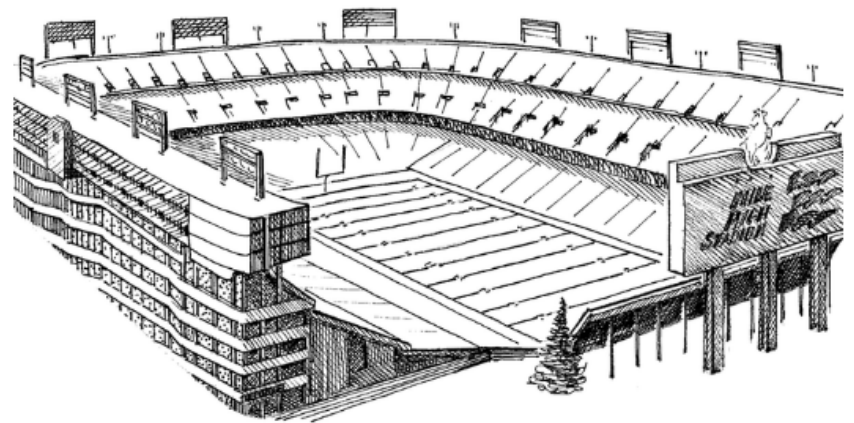
[http://www.raliance.org/wp-content/uploads/2018/08/BMSG\\_MessagingGuide\\_FINAL508.pdf](http://www.raliance.org/wp-content/uploads/2018/08/BMSG_MessagingGuide_FINAL508.pdf)

# Tapping into Survivor wisdom

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

# Text Chat Question

What are the core values, narratives, belief systems & norms of communities/ organizations you work with?

Text Chat (Everyone) 

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

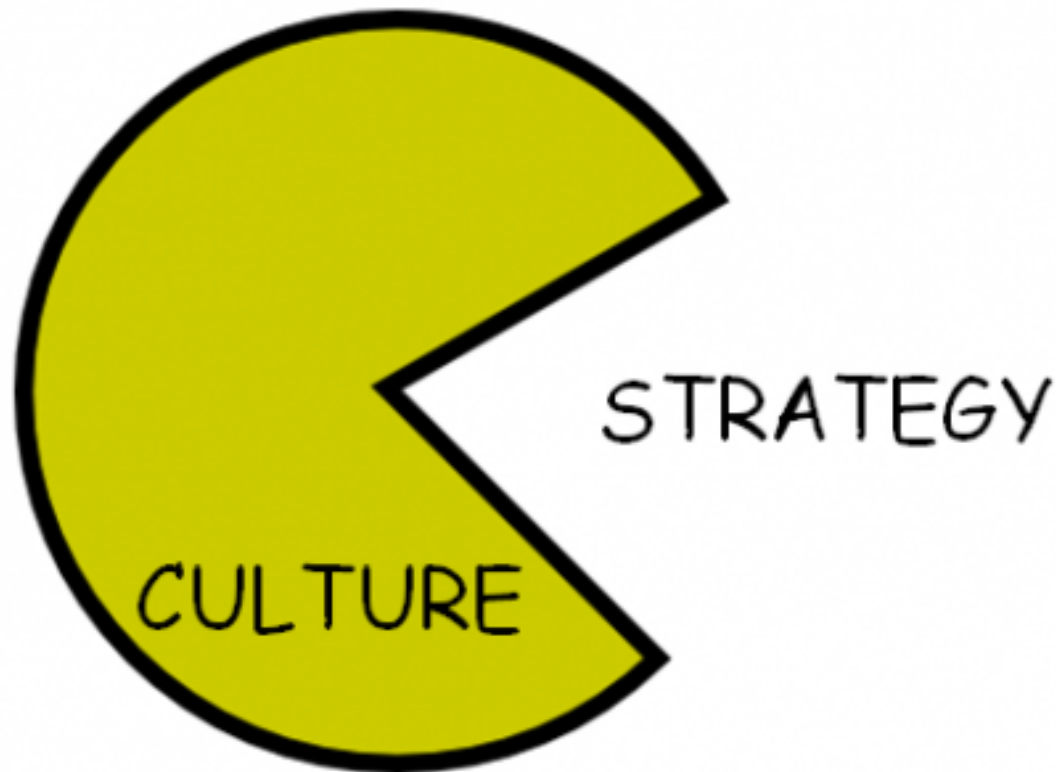
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# Culture Lessons from an Elevator





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

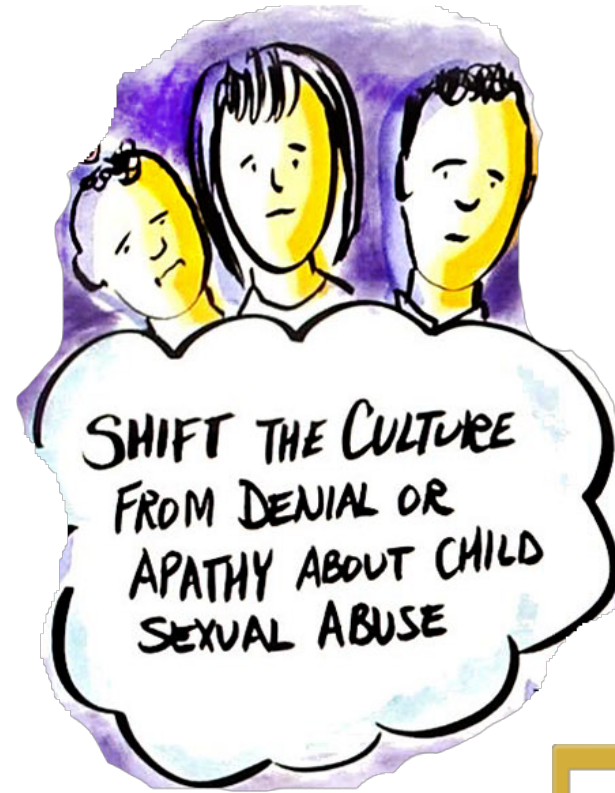


## Process

- 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:

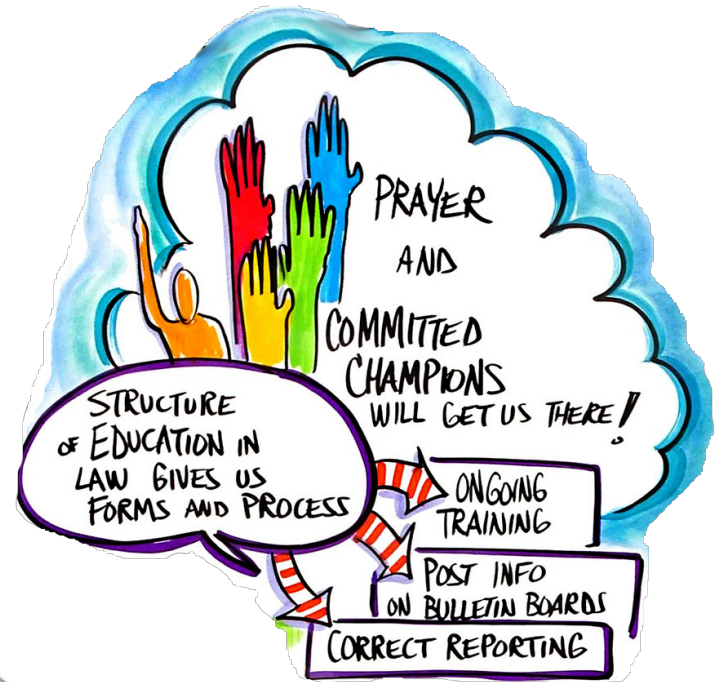
## Safe Environment for Children

- **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

<http://scclanc.org/wp-content/uploads/2019/01/Role-of-Culture-Change-in-Communities-and-Movements-0417SL-with-copyright.pdf>



# Connect with Safe Church

- [Facebook.com/samaritansafechurch](https://www.facebook.com/samaritansafechurch)
- [Twitter.com/endingCSA](https://twitter.com/endingCSA)
- [Linkedin.com/Samaritan-safe-church-safe-places](https://www.linkedin.com/company/Samaritan-safe-church-safe-places)
- [www.samaritansafechurch.org](http://www.samaritansafechurch.org)
- [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

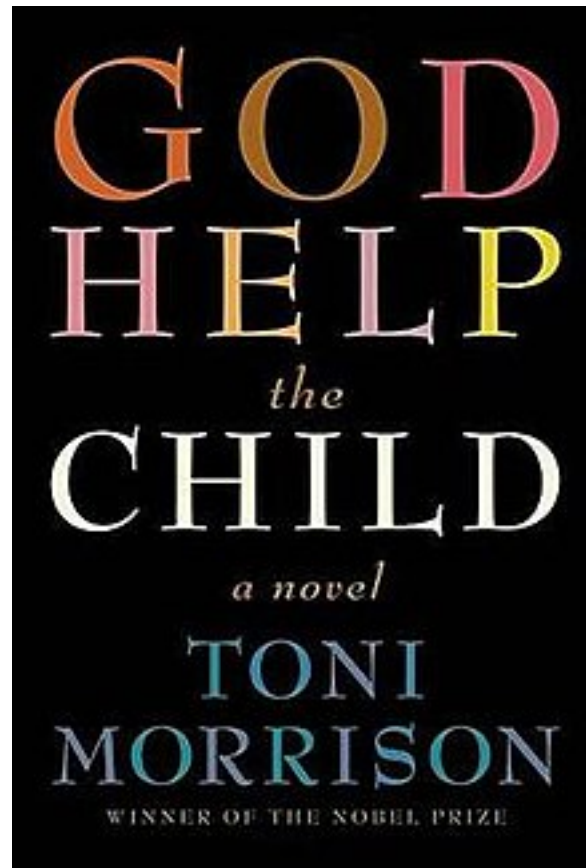
- Named after Harriet Tubman's 1863 Combahee River Raid, and the 1970s radical black feminist organization of survivor--activists (the Combahee River Collective), our organization builds on a longstanding legacy of resistance, healing, and communal reckoning around issues of racial, sexual, and gendered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



# Survivors in Pew and Pulpit

“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.



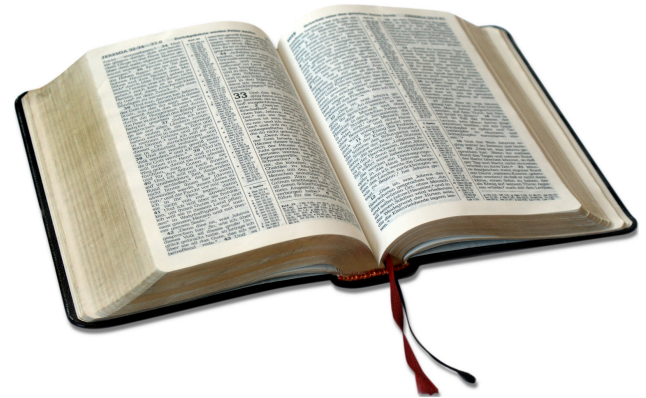
# Our FIVE main objectives

- **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.

**WomanPreach! Inc.**  
Gathering Women. Strengthening Voices. Proclaiming Justice.

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**CARSS** | CENTER ON  
AFRICAN-AMERICAN  
RELIGION  
SEXUAL POLITICS &  
SOCIAL JUSTICE

DEAN LORD  
BE ADD TO THE  
THE SEN'S SO  
WIDE AND  
MY SOUTHS  
SO SHINE

**Children's Defense Fund—New York**  
A strong, effective, independent voice for *all* children

 *The Concord Baptist Church of Christ*  
CREATING A COMMUNITY OF FRIENDS, WITNESSING FOR CHRIST

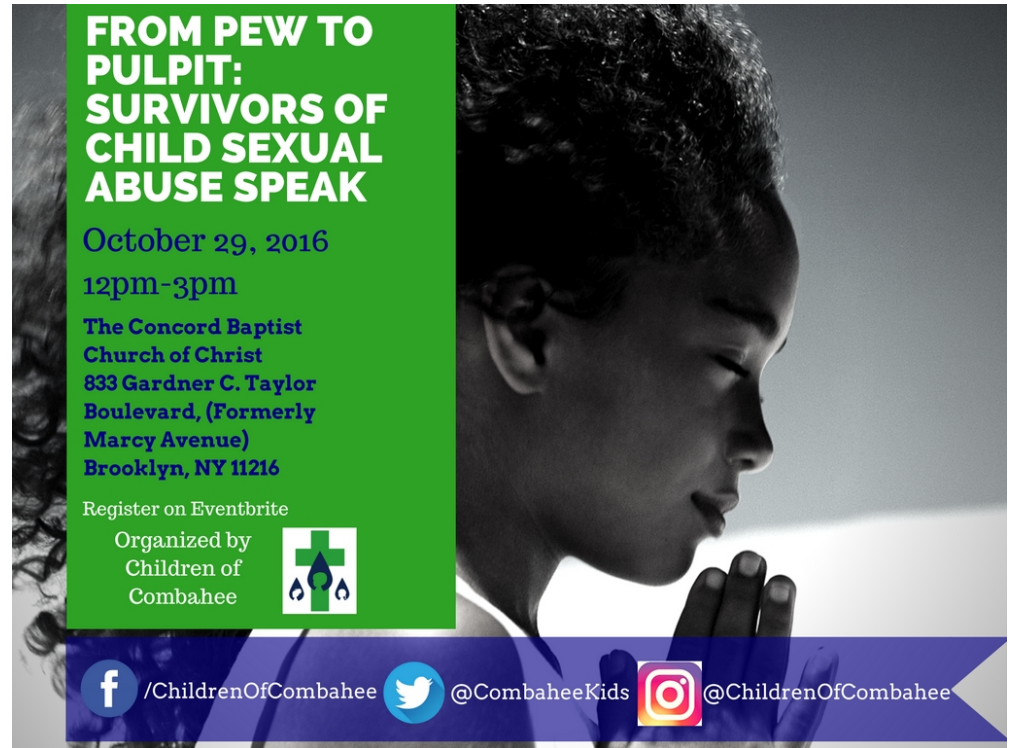
 **BLACKWOMEN'S  
BLUEPRINT**

 **AFRICAN AMERICAN  
POLICY FORUM**

**PC**  
PreventConnect

# 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.




**FROM PEW TO PULPIT:  
SURVIVORS OF  
CHILD SEXUAL  
ABUSE SPEAK**

October 29, 2016  
12pm-3pm

The Concord Baptist  
Church of Christ  
833 Gardner C. Taylor  
Boulevard, (Formerly  
Marcy Avenue)  
Brooklyn, NY 11216

Register on Eventbrite  
Organized by  
Children of  
Combahee



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# Contact us!

@\_BrothaG

@CombaheeKids

[www.ahmadgreene.com](http://www.ahmadgreene.com)

[www.childrenofcombahee.org](http://www.childrenofcombahee.org)

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# Text Chat Question

Who do you need to partner with in your community to have the biggest impact on preventing child sexual abuse?

Text Chat (Everyone) 

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# 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



# Everyday Ableism

Aug. 4, 2016



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



**In An Abusive Situation**

**In an Abuse  
Prevention Organization**

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

Power is shared and leaders are accountable.



**In An Abusive Situation**

**In an Abuse  
Prevention Organization**

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.



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.

**In An Abusive Situation**

**In an Abuse**  
Prevention Organization

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

# Generic Abuse Prevention Policy

[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.



# SEEM Touch Guidelines Excerpt

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



# IMPACT and Triangle Social Media

## Follow IMPACT

Twitter: **@IMPACT\_Boston**

Facebook: **IMPACT Boston**

Instagram: **IMPACT Boston**

## 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

 **PreventConnect**  
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[http://  
www.preventconnect.org/  
2018/12/adult-survivors-as-  
movement-leaders-lessons-  
learned-from-the-just-  
beginnings-collaborative/](http://www.preventconnect.org/2018/12/adult-survivors-as-movement-leaders-lessons-learned-from-the-just-beginnings-collaborative/)

## 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

 **PreventConnect**  
A NATIONAL PROJECT OF CALCASA





# 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**

<http://www.preventconnect.org/2017/09/5-years-of-insight-and-action-powerinprevention-ending-child-sexual-abuse-web-conferences/>



# Preventing Adverse Childhood Experiences

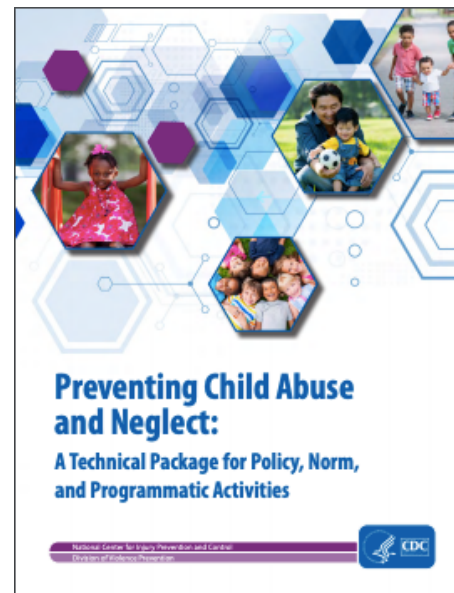


PreventConnect blog on CDC's VetoViolence online training "Preventing Adverse Childhood Experiences"

<http://www.preventconnect.org/2018/12/preventing-aces-and-sexual-violence-at-every-age/>

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

<https://www.cdc.gov/violenceprevention/pdf/can-prevention-technical-package.pdf>



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