

Welcome, this web conference will begin soon

Sexual Violence Prevention during the COVID-19 Pandemic: Adapting in an Ever-Changing Landscape

Workshop One: Creating Emergent Spaces for Sexual Violence Prevention during COVID-19



Meet Our Facilitators and Hosts



Mo Lewis
Prevention Specialist,
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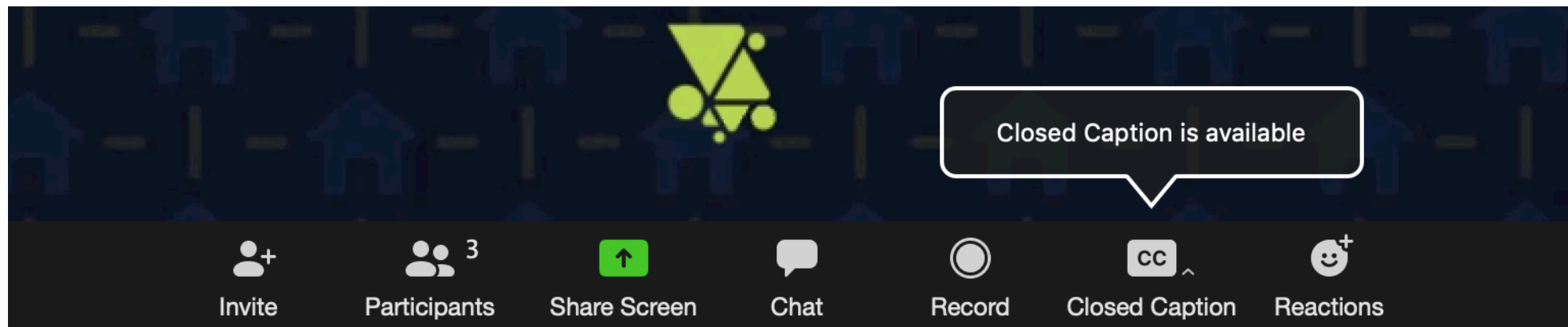
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- ▶ Text chat
- ▶ PowerPoint Slides
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- ▶ Web Conference Guidelines



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 and oppression
- ▶ Connect to other prevention practitioners

About NSVRC



About the Series



Sexual Violence Prevention during the COVID-19 Pandemic: Adapting in an Ever-Changing Landscape



<https://www.nsvrc.org/covid-19-web-series>



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Workshop One: Creating Emergent Spaces for Sexual Violence Prevention during COVID-19



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Objectives

- ▶ Describe the core elements of emergent spaces
- ▶ Identify examples of how the core elements of emergent spaces can help prevent sexual violence
- ▶ Describe strategies to create emergent spaces virtually
- ▶ Discuss opportunities for connection, community, and leading with shared values in creating emergent spaces

Let's Take a Moment: Why and How We Got Here

Contact Us [Harvard Medical School](#)



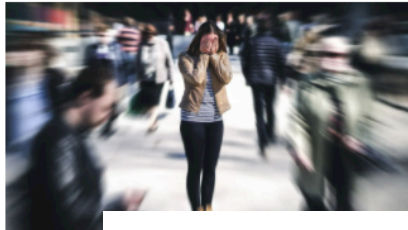
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A Second, Silent Pandemic: Sexual Violence in the time of COVID-19

May 1st, 2020

Resources for COVID-19 Response

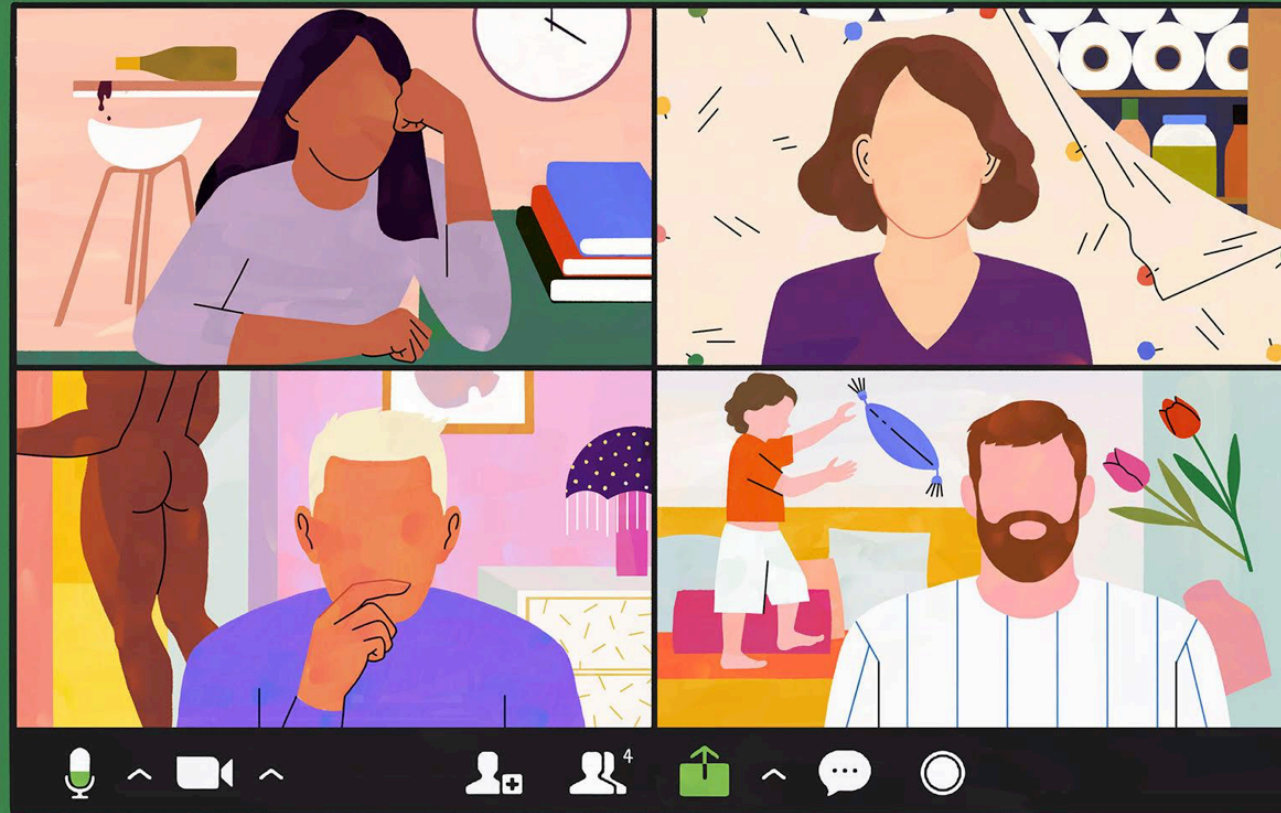
November 24, 2020 Megan Thomas



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How this landscape is impacting us

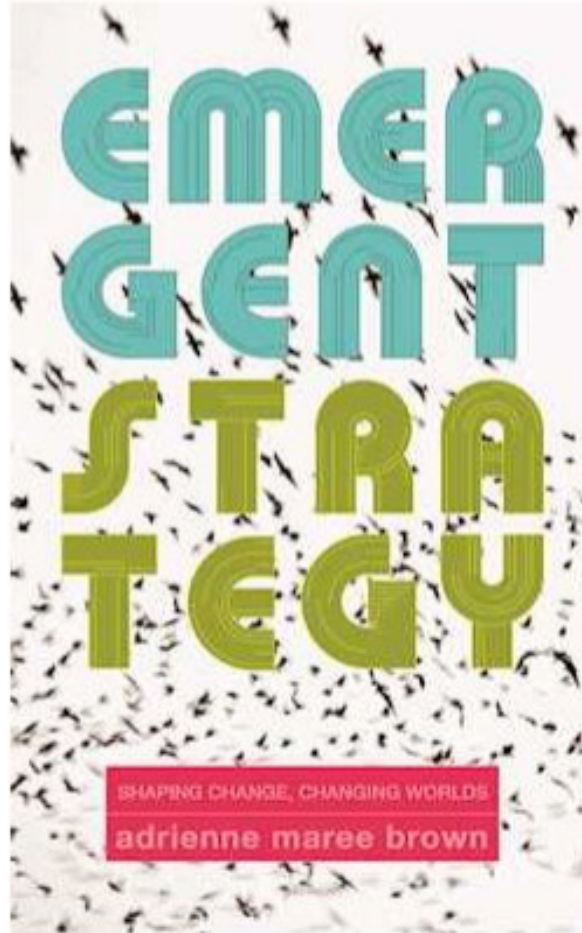


Ongoing Impacts, Ongoing Conversations

**Sexual Violence Prevention
during the COVID-19
Pandemic: Adapting in an
Ever-Changing Landscape**



An intentional starting point



Polling Question

**Have you heard of Emergent Strategy
before this web conference?**



Meet Our Guests



Shareen El Naga
Consultant, NCCASA
UNC Chapel Hill '21
she/her/hers



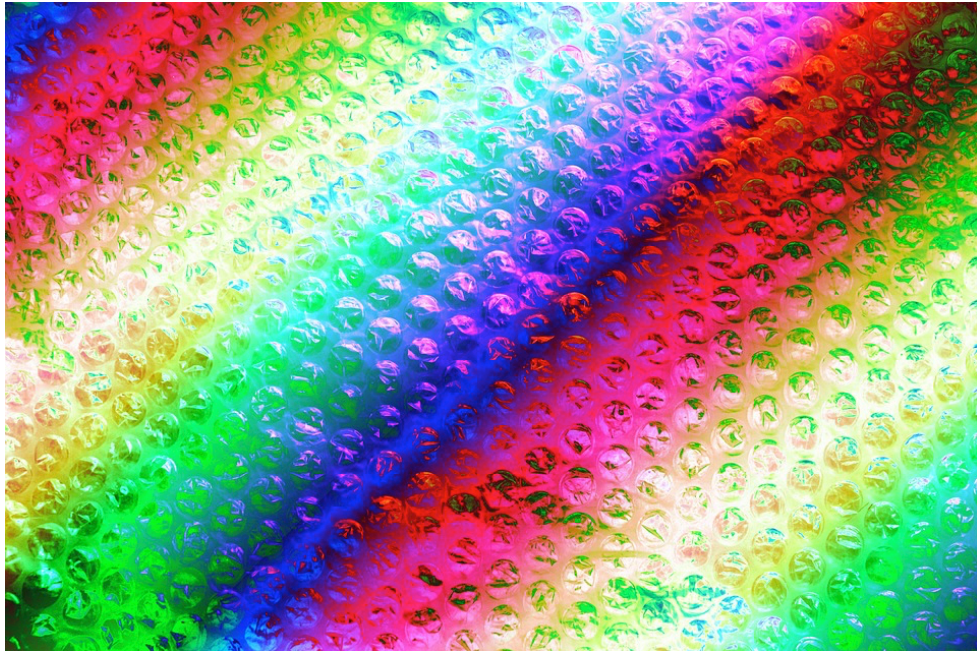
Montia Daniels
Consultant, NCCASA
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Christy Croft
Prevention Education
Program Manager,
NCCASA
they/them/theirs

Why a new framework?

Safe Space



Brave Space



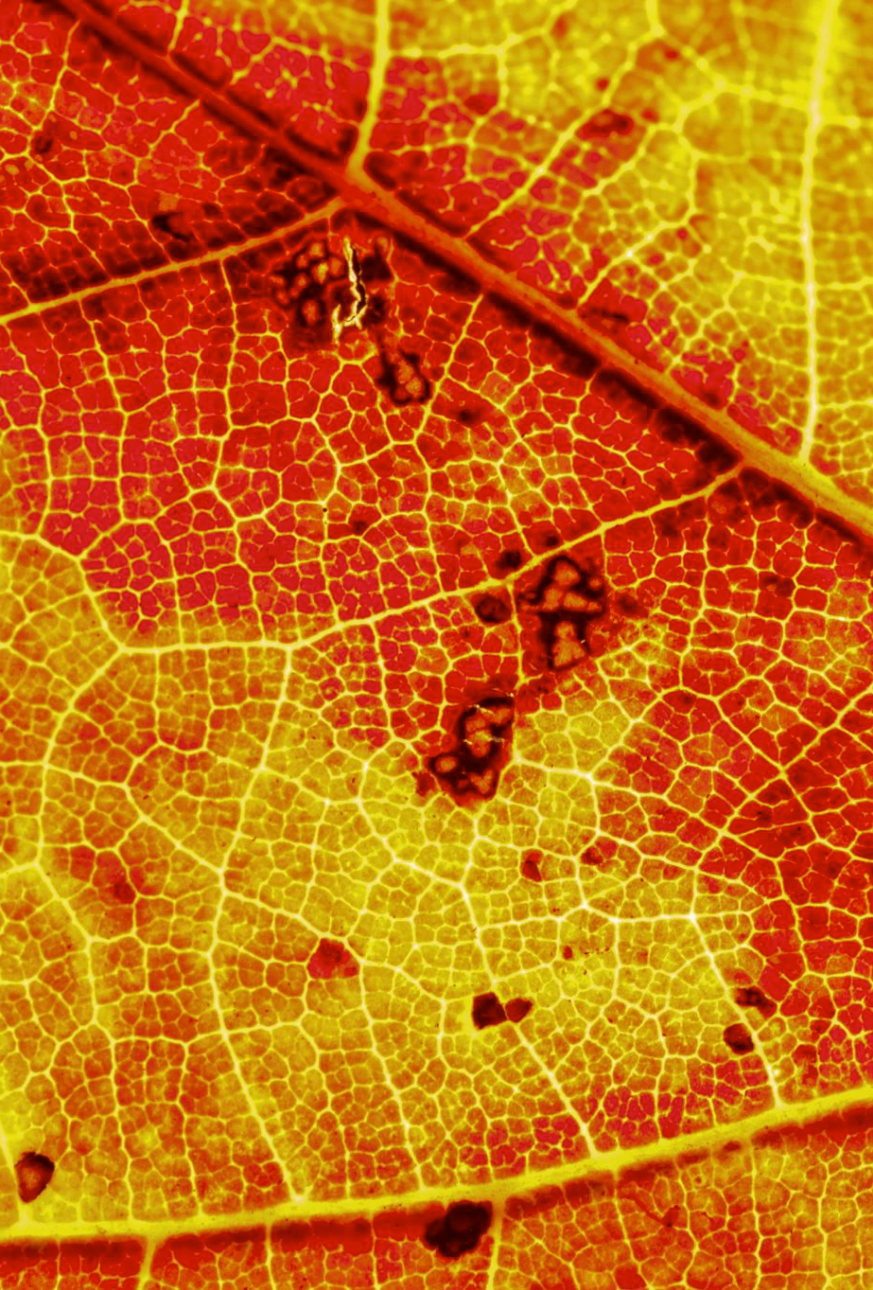
Emergent Space

Based on the frameworks established by
adrienne maree brown in *Emergent
Strategy: Shaping Change, Changing
Worlds*

NEW BOOK COMING OUT NEXT APRIL!

*Holding Change: The Way of Emergent
Strategy Facilitation and Mediation*





Principles of Emergent Strategy

- Has a fractal nature, acknowledging the relationship between small and large.
- Is adaptive.
- Emphasizes interdependence and decentralization.
- Is non-linear and iterative.
- Fosters resilience and opportunities for transformative justice.
- Continues to create more possibilities.

Has a fractal nature,
acknowledging the
relationship between
small and large

Fractals themselves are
neverending patterns similar
across different scales,
which means that the
emergent space is
inherently adaptable to any
kind of space or group size.





Is adaptive

Folks in the space are ready for change, whether that be on an individual level or societal level.

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Emphasizes interdependence and decentralization

Interdependence and decentralization challenge us all to focus on the common good and share responsibility in the space.

Additionally, folks who are marginalized deserve to have their unique experiences centered (specifically those who are the most marginalized) without being harmed, and an emergent space would require that each individual takes responsibility for not perpetuating such harm.



Is non-linear
and iterative

Growth and healing are not linear processes but rather fluid or cyclical ones. Since emergent spaces are based in adaptability and change, such growth and healing can also be fluid within these spaces.

Fosters
resilience and
opportunities
for
transformative
justice

Since these spaces will likely have participants who are marginalised, such as people of color and LGBTQ+ folks, as well as survivors of violence, an expansive and values-guided understanding of accountability is essential. Transformative justice focuses on using methods alternative to police, prisons, and government to address individual harm.



Continues to create more possibilities

The goal is to create new frameworks, ideas, practices, and groups using the emergence framework.

It also ensures that the work done in the emergent space can be applicable outside of the space in order to continue creating and growing.

What do you plan to do to create more possibilities in the spaces you exist in?

Text Chat Question



Chat

From Me to **Everyone**:

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

To: **Everyone** ▼

Type message here...

Key Concepts: Conflict

Generative Conflict

- ▶ Holds repair and growth as its goals and ideals;
- ▶ Is between people who are collaborating toward greater understanding and equity, and who listen to and hear each other;
- ▶ Is solution-oriented.

Counterproductive Conflict

- ▶ Has being right or proving the other wrong as its goals and ideals;
- ▶ Loses sight of collaboration;
- ▶ Causes participants, particularly those with marginalized identities, to feel unheard or unseen;
- ▶ Is not solution-oriented.

Key Concepts: Accessibility

- ▶ What time is the meeting? Is it while people are working or otherwise engaged? Does it conflict with other activities focused on equity?
- ▶ Is it in a wheelchair/blind/deaf accessible area or format?
- ▶ Did you consider language accessibility?





Key Concepts: Evaluation

Establish and plan for:

- ▶ process evaluation (reflections and documenting how you implemented it), as well as
- ▶ outcome evaluation (collecting information for continual improvement and whether or not changes in knowledge, behaviors, and attitudes are happening).

Group Process and Stages



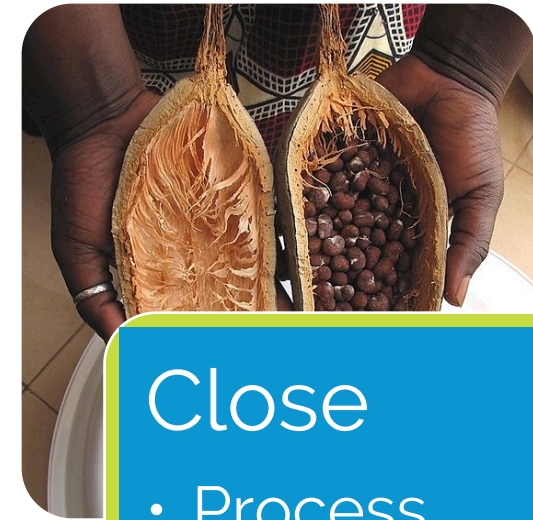
Begin

- Develop agreements
- Build trust



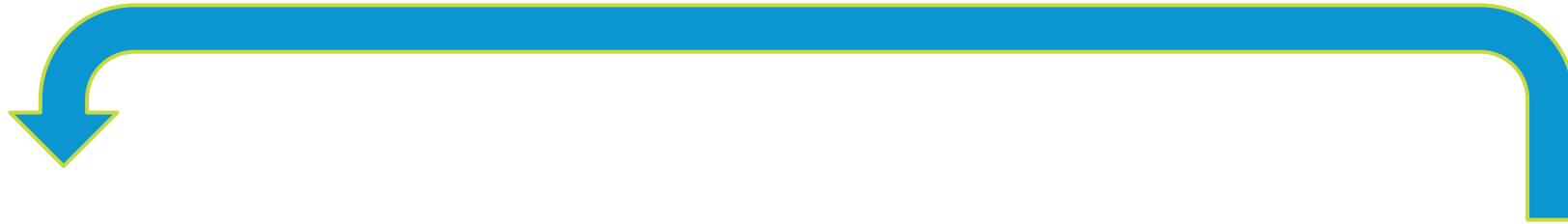
Implement

- Norming and performing
- Practice Emergence



Close

- Process experience
- Next steps & new spaces



How can you build emergence into grant writing, evaluation, and prevention program planning?

Text Chat Question



Chat

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To: **Everyone** ▼

Type message here...

The Space is in the Connection

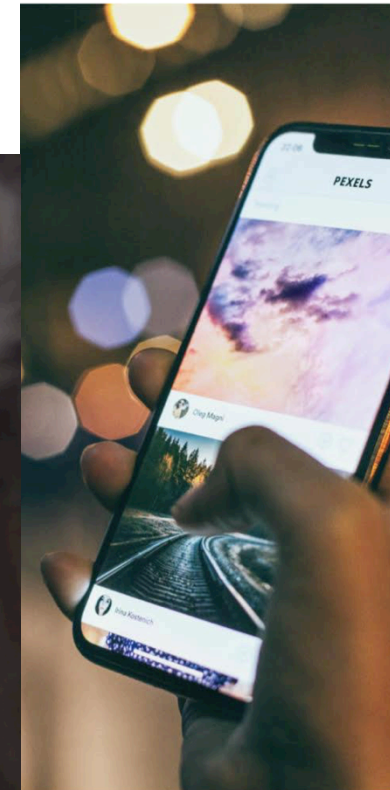
- Emergent spaces can be created virtually and in person.
- It's about the communities we build together not the building, medium or format
- The virtual environment can help foster inclusive and creative environments and spaces amongst people who live in different areas



Example: North Carolina RPE

for parents, caregivers, and mentors of adolescent youth

With children spending more time at home due to COVID-19 and summer upon us, our children may be spending more time online. There are a variety of approaches to keeping kids safe online, and no matter what strategy works best for the young people in your life, these considerations will help you reflect on how to implement online safety strategies in ways that strengthen relationships and build trust.



**Don't silence...
Keep communication open!**

It can be scary to think that our children might encounter harmful material online or be exploited, but children who have adults they can trust with their questions and fears are better supported to recognize harm when they see it and make better choices to keep themselves safe. As you are thinking through your approach to online safety, ask: How does this approach build trust? Does this approach keep communication open, or shut communication down? What am I doing to help children know they can share their concerns with me, and that I am on their side?

Don't shame... Empower!

Shaming and blaming don't empower youth to learn how to take care of themselves or think critically about how they behave online. Shame and blame often lead people deeper into secrecy. Instead, empower youth with real strategies about how to think through safety and options. In talking through options, they can learn how to evaluate communications and safety. Remember that they are going to make mistakes, and that mistakes are learning opportunities. Practice saying things like, "What do you think about that?" or "What do you think might help in this situation?" Be careful to avoid inadvertent victim blaming in your words. No child ever deserves to be blamed for harm enacted against them, even if they make youthful or impulsive choices!

Building Solutions Together

- Solutions are created as a result of equitable and decentralized collaboration
- Each individual completes work for a community or towards a goal, just like the way puzzle pieces fit together to create a whole puzzle
- More minds collectively challenged to contribute so that more minds + voices can be heard and centered



Emergent Organizations

- Allow space for people to bring their full selves into the work.
- Model emergent principles in the organizational development and how your agency does its work
 - Survivors
 - Students
 - Coworkers and staff
 - Community stakeholders
- Models trauma-informed workplace practices



Emergent Supervision

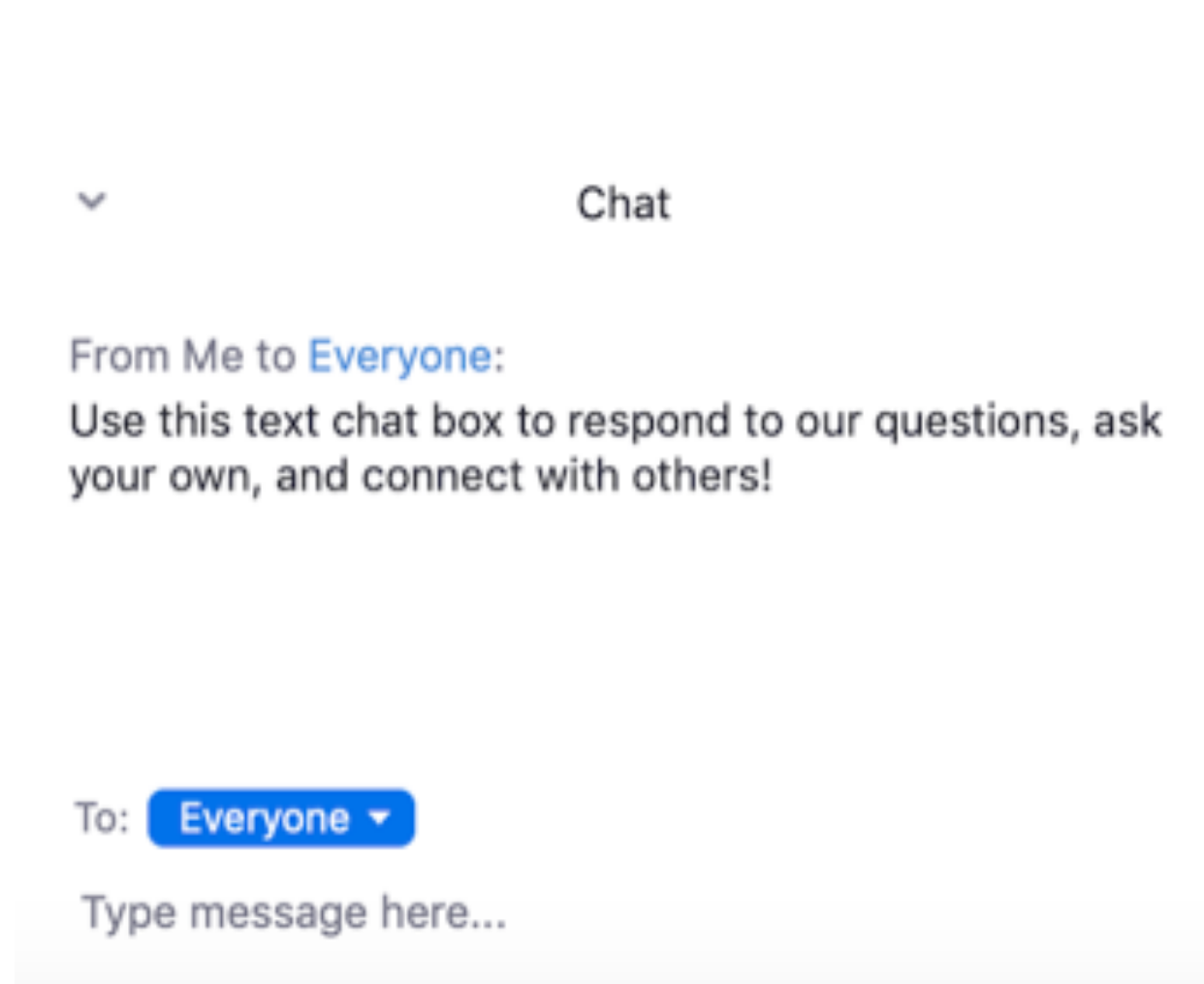
- How much flexibility is there in job descriptions, work hours, and flex time?
- Your supervisees' brilliance helps your light shine brighter!
- Is there space to follow their passions?
- Are you working collaboratively, staying solutions-focused, embracing (and building strategies for navigating) generative conflict?
- Alignment of values and emerging strategies between movement - organization - team - staff?
- "Professionalism" and the limitations created by the professionalization of a grassroots movement.



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In your role, how can you use emergent spaces in different ways to prevent sexual violence and foster connections?

Text Chat Question



Lessons Learned

- Starting at a point of mutual understanding and knowledge is important for collaboration and creating solutions
- Self-work and continuous learning + teachability are necessary to grow
- We can create new outcomes and solutions for things and don't have to do them the way they've always been done
- Decentralization is an important tool for any form of organization, whether that be in classrooms, professional meetings, and institutions
- *Anyone* is capable of perpetuating harm or abuse, so it is up to each of us to do work to reduce that harm and take accountability when we cause harm
- An inclusive and uplifting work environment fosters growth, appreciation, and mutual respect, as well as brilliance



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