



Advancing and Connecting  
Racial Justice and sexual  
violence Prevention During the  
COVID-19 Pandemic  
Wednesday July 14, 2021 11 AM-  
12-30 PM PT/2 PM-3-30 PM ET.

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AKJ: You can download the PowerPoint slides for this session here:  
<http://www.preventconnect.org/wp-content/uploads/2021/06/COVID-July-2021-1.pdf>.

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<http://www.preventconnect.org/wp-content/uploads/2021/06/COVID-July-2021-1.pdf>.

JG: <https://www.nsvrc.org/podcasts>.

AKJ: Registration for the 2021 Virtual National Sexual Assault Conference is open!  
<http://www.nationalsexualassaultconference.org/>.

AKJ: @Tayler NSAC registration info can be found here:  
<http://www.nationalsexualassaultconference.org/>.

AKJ: About the web conference series: <https://www.nsvrc.org/covid-19-web-series>.

AKJ: Text chat question: How much does your sexual violence prevention work integrate with and include racial justice?

ML: Let us know in the chat: How much does your sexual violence prevention work integrate with and include racial justice?

SB: Not as much as it should.

JDB: Definitely not as much as we should either.

KL: really getting started on this integration by fall 2021.

GG: I agree.

CR: Not at all.

LB: our actual staff or our management? Frontline staff seeks to learn more about these connections and to uplift them in programming, but need more support and are often resisted by management

CP: Always.

GS: Not nearly as much as it should. It has been a struggle to get buy in from management.

CMM: I agree. Not as much as they should for our consumers or staff.

SO: not very much as far as I am aware.

DHB: Our org is culturally focused yet we don't discuss this enough either. We have begun having all staff meetings to works towards that.

RB: Almost none, and mostly response focused instead of prevention.

CT: It is something that we in prevention are working on and it is supported by the agency.

IK: we try our best but we don't have all of the tools/knowledge/support to do it appropriately.

AS: Since my role is not on the prevention side, I feel that it's a lens of analysis I use when resolving complaints. However, I'm sure that could be improved upon.

KMM: We have definitely made great connections, but we could certainly push farther.

Q: A great start is a Diversity, Equity, and Inclusion (DEI) committee or workgroup to focus on these issues.

SM: almost none, no direct "anti-racist" concepts in practice.

LM: We are a work in progress.

AH: Not much, but do have to reassure AA students that it is ok to call police/911 and that all LE aren't racist.

AM: Can you really promise that?

AL: We train on cultural humility, and ensuring equity for our clients is always a priority. Our team is always attending trainings to ensure we are advancing these efforts.

AT: The exact purpose for my interest. Unfortunately, this is an area that is not adequately addressed regarding the adolescent population.

SB: @Andrea - law enforcement is built in racist roots.

ML: @Andrea I wonder what other helpers are available for students? Are there non-law enforcement emergency services, or community groups that could help?

SB: @Andrea - it's completely valid that Black and Brown folks don't trust LE and we need to honor that.

KM: Sarah, I concur with you on this.

AH: @Sarah, I know and completely understand that. But who else are we to tell students to contact when they're being abused at home or being sexually assaulted?

ML: @Andrea Feel free to reach out to [prevention@nsvrc.org](mailto:prevention@nsvrc.org) and we can send some resources. I would also recommend the presenters' organization websites for great information.

KM: Andrea, religious leaders may be a safe route.

AH: @Mo Lewis, Thanks!

V: @Andrea depending on the students age the nearest DV/SA hotline can be a go to for students to call to get information about their rights and help that might be better suited to their needs than LE.

SB: That's a much larger conversation, and while we can provide resources, we should be mindful that it is completely valid if those youth don't reach out to those mainstream resources that are steeped in racism.

AKJ: Girls for Gender Equity: <https://www.ggenyc.org/>.

GS: Do you have more resources on the school to prison pipeline? I have a client that is very interested in it and I have shared a lot with them but I would love more.

GS: Awesome thank you!

AKJ: @Gina these are resources that are a few years old, but thought I'd share anyways. The first link is an Ignite Talk that Nubia Pena of the Utah Coalition Against Sexual Assault gave that highlights the school-to-prison pipeline and implications for SV prevention: <http://www.preventconnect.org/2015/10/ignite-talk-disciplined-too-young-too-often/>.

AKJ: Ujima: <https://ujimacommunity.org/>.

MC: Can you give specifics, maybe a case example of someone you have helped?

LC: Clap for the Crown Act!

LAB: a Great book that covers school to prison pipeline - PUSHED OUT... My internet on my phone, is down

GS: Thank you all for those.

AKJ: This was a web conference on the sexual abuse to prison pipeline that highlights research around child sexual abuse and the prison pipeline:  
<https://www.preventconnect.org/2015/09/the-sexual-abuse-to-prison-pipeline/>.

MG: Yes Leslie, that is by Dr. Monique Morris, who is the scholar I named. The Push Out Act was also introduced in 2019 by Rep. Ayanna Pressley.

LAB: Yes, Michelle...Thank for looking out

ML: Here is a great resource from Oregon that helps make this connection:  
Prevention Through Liberation: Theory and Practice of Anti-Oppression as Primary Prevention of Sexual and Domestic Violence  
<https://www.ocadsv.org/resources/browse/71583>.

CP: Will we receive these slides and a certificate of attendance?

AKJ: @Cherry, you can download the PowerPoint slides for this session here:  
<http://www.preventconnect.org/wp-content/uploads/2021/06/COVID-July-2021-1.pdf>.

AKJ: There will be a certificate of attendance available to download after completing a brief post web conference survey that you will receive via email.

LAB: the United Methodist Women has put the book on their Reading List and each "Mission U" (3 day education program) has made it a part of each session.

AKJ: Breadwinning Mothers Continue To Be the U.S. Norm

<https://www.americanprogress.org/issues/women/reports/2019/05/10/469739/breadwinning-mothers-continue-u-s-norm/>.

TV: Out of Reach 2021

[https://reports.nlihc.org/oor?utm\\_source=NLIHC+All+Subscribers&utm\\_campaign=ba2fff141a-OOR\\_Update\\_071421&utm\\_medium=email&utm\\_term=0\\_e090383b5e-ba2fff141a-293321666&ct=t\(OOR\\_Update\\_071421\)](https://reports.nlihc.org/oor?utm_source=NLIHC+All+Subscribers&utm_campaign=ba2fff141a-OOR_Update_071421&utm_medium=email&utm_term=0_e090383b5e-ba2fff141a-293321666&ct=t(OOR_Update_071421)).

TV: Black women aren't paid fairly, and that hits harder in an economic crisis

<https://leanin.org/data-about-the-gender-pay-gap-for-black-women>.

DG: I had an old employer ask me to do a 30% decrease in my wages and I said that I would work Mon-Wed, and take off Thursday and Friday. They did that for two years before they went under anyways.

CF: I was underpaid for years as a single black mother of 4 and lost my job during Covid.

LC: Yes with the school district and also the lunch programs when COVID hit.

AKJ: Text chat question: What is needed for you to integrate/ground/elevate racial justice in your sexual violence prevention work?

LB: we need management to stop telling us "this has nothing to do with our funding".

KM: Political will.

JDB: training in more conflict resolution/restorative practices, to deepen capacity to integrate that work into conversations on building loving relationships.

KR: Trust in the "system".

CR: Buy in from leadership.

SB: Delaware is working on economic justice work. It's important that we examine the intersections of economic instability and how that is exacerbated at the intersection of race and gender.

LB: organizational accountability.

Q: Not shying away from DEI statements and work to please donors (nonprofit)

AK: Buy in from executive level leadership and integration into our organization as a whole, not just in prevention.

Q: or keep donors happy.

HS: We are struggling to get community partners on board...rural communities.

SH: education, retraining of thought processes, changing to younger leadership.

DV: more training on prevention on racial justice, working with other community partners.

CT: My needs mirror Angela's ^^.

PD: 1. Leadership commitment to racial justice \*within\* orgs too; 2. Prevention support to go beyond workshops to systems-change work.

JA: Availability of resources that are relevant and meaningful.

KG: Thank you. I have another webinar to attend now.

LM: Training and education.

JQ: Understanding and investment at all organizational levels, increased and consistent funding streams.

AA: Create equity, by giving our clients what they need!

AL: Being in the state of Florida-it is difficult to gain acceptance in the school districts to do anti-racist work. The governor just signed a bill banning critical race theory from academics here, and that is reflective in many of the folks we need permission and invitation from.

TV: The Black Girl Bill of Rights <https://bust.com/living/197293-black-girl-bill-of-rights.html>

AKJ: The Black Girl Bill of Rights <https://bust.com/living/197293-black-girl-bill-of-rights.html>

DC: Teach people that racial and gender equality isn't a political movement but basic human decency.

DR: ^^ THAT part!!!

LB: what was the name of the program?

MG: We leveraged RPE funds to produce a 2020 Equity Wage Report. This will be the first report that captures racial data and wage equity in Iowa. It is very limited and shows the lack of data by demographics. The data used in the report is from the Census Bureau Longitudinal Employer Household Dynamics. We are able to back up what Megan shared about cis women making less. We typically hear from our stakeholders that they want to know how we compare to national data. In Iowa, this report shows that a cis identified female with a bachelor's degree makes the same as a cis male identified person with an associate's degree. The report will be

released by Workforce Development under our RPE contract with our state Sexual Assault Coalition. The collaboration ties into our workplace proactive policy community-level work. We are identifying significant gaps in visibility of oppression and violence. Wage gap is a form of workplace violence that keeps people economically disadvantaged.

AKJ: The School Girls Deserve: Youth-driven solutions for creating safe, holistic, and affirming New York City public schools [https://www.ggenyc.org/wp-content/uploads/2017/11/GGE\\_school\\_girls\\_deserveDRAFT6FINALWEB.pdf](https://www.ggenyc.org/wp-content/uploads/2017/11/GGE_school_girls_deserveDRAFT6FINALWEB.pdf).

TV: Sisters in Strength is the support group program from GGE.

AKJ: 100 School Districts: A call to action for school districts across the country to address sexual harassment through inclusive policies and practices <https://nwlc.org/wp-content/uploads/2021/01/100-school-districts-1.12.21-vF.pdf>.

LB: with 100 schools - what are the models/trainings so schools are prepared to offer a restorative process?

MS: I mentioned IACLEA during the presentation. Just in case someone is not familiar I was talking about the International Association of Campus Law Enforcement Administrators.

AKJ: Megan's policy examples on two previous PreventConnect web conferences – Preventing violence in our homes: Meeting this moment with connection, care, and justice <http://www.preventconnect.org/2020/04/preventing-violence-in-our-homes-meeting-this-moment-with-connection-care-and-justice/>

Messaging the connections: Explaining the links between strengthening economic supports and preventing sexual and intimate partner violence <http://www.preventconnect.org/2020/07/messaging-the-connections-explaining-the-links-between-strengthening-economic-supports-and-preventing-sexual-and-intimate-partner-violence/>.

JL: Crown Act passed in Nebraska this year!

HS: Any resources on how to facilitate listening sessions?

AKJ: The Management Center: <https://www.managementcenter.org/>.

LAB: (Partnerships can (when they work). be an excellent jumping point but what can we do if you organization has grown passed their capacity?

TV: Race to Lead Revisited: Obstacles and opportunities in addressing the nonprofit racial leadership gap <https://racetolead.org/race-to-lead-revisited/>.

SH: Equity in the Center has some really cool resources for workplaces as well: <https://equityinthecenter.org/>.

MG: <https://www.managementcenter.org/> for trainings on management.

AKJ: These are such great specific actions.

TV: Text chat question: How will you shift your work to prevent sexual violence and advance racial justice and equity after attending this web conference?

JDB: leaning into more restorative practices in my education programming, and advocating for it in my institution's policies

LB: just the validation that others are encountering similar barriers and the opportunity to link up with other organizations to support what we're doing and to "prove" it's valid

GG: talk more about hiring process

TC: Very good webinar. Thank you for the presenters expertise and energy.

LM: More education and training. And work on a culture of understanding

PD: This has re-centered me to lean more into (compensated) focus groups and listening centers with members of the communities we work with.

RB: Going to reach out to my supervisors within the program and see what resources/trainings we could possibly share throughout our program.

Q: Inclusivity education incorporated into my healthy relationships presentations to youth, parents, and working people. Discussing oppression, racism, and systemic power imbalances as a root cause of domestic and sexual violence. Holding primarily white leadership accountable.

KL: Great webinar, thank you!

CR: Thank you all for sharing such great information.

AK: Planning on using some of the resource provide in my attempts to "manage up", thank you!

AKJ: Some additional resources: We Can't End Sexual Violence Without Ending Racism <https://www.nsvrc.org/blogs/we-cant-end-sexual-violence-without-ending-racism>.

AKJ: Truth, healing, and transformation: Addressing structural racism and building multiracial solidarity to prevent sexual and domestic violence <http://www.preventconnect.org/2021/05/truth-healing-and-transformation-addressing-structural-racism-and-building-multiracial-solidarity-to-prevent-sexual-and-domestic-violence/>.

LC: Thank you! The work continues. This was a great webinar!

JG: This was a really informative webinar - thank you Michelle and Megan!

YC: Thank you! Great webinar!

KM: Thank you very much!

CF: Great webinar!

RB: AMEN

GB: Great information!

SB: Thank you!

CR: Say that!

CMM: Excellent Webinar. We all have work to do!!

KB: Thanks for this great webinar!

NS: Thank you!

AC: thank you ☺

PM: Thank you for you knowledge and wisdom, you all.

GG: THANK YOU!

RB: Thank you all for sharing with us!

JQ: Thank you so much!

FT: Thanks for putting this on and thanks to the presenters! You did a great job!!!

BJ: "Thank You Ladies"!

MT: Thank you!!!

AM: Thank you!!

EA: Thank you for this insightful webinar

LB: yes! thanks!!!

SO: Thank you! great info

GS: Thank you so much for this!

HW: Thank you so much!

JQ: Thank you for your time, energy, everything!!

DC: Thanks!

JD: Thank you I appreciated this webinar!

LAB: Thank You Ladies. So much great information

DS: Thank you for this amazing webinar!

CD: Thank you so much! This has been really helpful!

TD: Thank you!

JM: Thank you :)

PC: Thank you.

NZ: Thank you very much!

AL: Thank you!

WS: Thank you so much

SH: Thanks

AA: Thank you!

RJ: Thank you!

MK: thank you

AH: Thank you!!!

AKJ: Thank you Megan and Michelle!

LM: Thank you so much for today