

Engaging in Equity, Accountability, and Justice

Kansas Coalition Against Sexual & Domestic
Violence

3rd Biennial Conference

July 30-31, 2019

1. Opening & Welcome

Tuesday, July 30th

9:00 - 10:30AM

- Welcome by KCASDV
- Introductions (All)
- Wellness Activity (Zoe)
- Group Agreements (Sumayya)
- Lay of the Land (Lisalyn/Sara)
- Opening Discussion (All)



Welcome

—We are glad you are here—

Introductions



Zoe Flowers
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Sumayya "Fire" Coleman
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Women of Color Network, Inc.

Mission

The mission of the **Women of Color Network, Inc. (WOCN, Inc.)** is to eliminate violence against ALL women and their communities by centralizing the voices, wellness and leadership of women of color across the Sovereign Nations, the United States and U.S. Territories.



Purpose

The purpose of WOCN, Inc. is to work in and beyond the fields of domestic violence and sexual assault to address a broad range of violence affecting communities of color such as human trafficking, police brutality, and over-incarceration. We accomplish this by examining and responding to a global context of colonialism, imperialism, capitalism, racism, sexism, heterosexism, transphobia, and other forms of oppression that intersect with violence against women of color and their communities.

Center for Survivor Agency & Justice



Mission:

The Center for Survivor Agency and Justice promotes advocacy approaches that remove systemic barriers, enhance organizational responses, and improve professional practices to meet the self-defined needs of domestic and sexual violence survivors.

Vision:

The Center for Survivor Agency and Justice envisions a world where all people have equal access to physical safety, economic security, and human dignity.

A Multi-Level Approach to Economic Advocacy for Survivors



Enhanced Individual Advocacy: Addresses both the physical safety and the economic safety needs of the survivor.

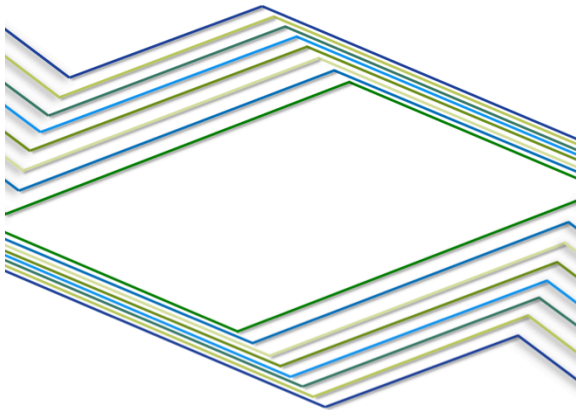
- There is no safety without economic justice.
- Economic advocacy and asset building strategies are ineffective without attention to the safety and privacy needs of survivors.

Organizational & Community Reform: Requires a *partnership* between the DV, anti-poverty, and anti-racist fields that attends to the ways in which physical and economic risks facing survivors fundamentally shape their opportunities for securing safety.

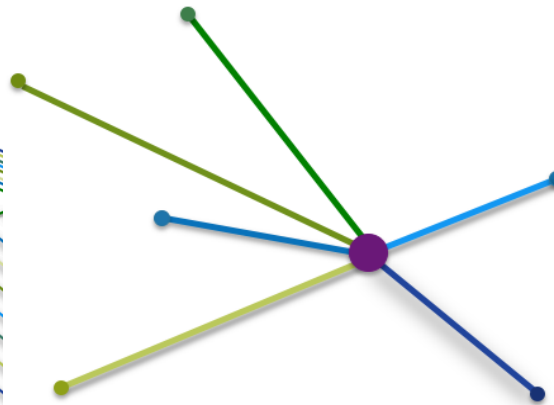
Systems Change: Local to federal efforts to remove institutional barriers, identify and implement laws/policies, and conduct impact litigation that addresses systemic inequalities.

CSAJ Key Projects

Consumer Rights for Domestic & Sexual
Violence Survivors Initiative



Racial and Economic Equity of
Domestic & Sexual Violence Survivors
Project



Accounting for Economic Security: An
Atlas for Direct Service Providers



Get Ready! Poll Everywhere

Web: Go to this link, enter basic information, get ready!

PollEv.com/csajpoll349

Text: 22333 to CSAJPOLL349

Then get ready! You'll text responses to CSAJPOLL349

Table Introductions

Your name

Your pronouns

Your organization

How was your morning?

Tell me something you want
me to know about you?



Icebreaker

Please share

your name,

preferred gender pronoun

& one person/place/beloved/
lineage you want to honor
today and/or bring into the
room with us.



Wellness Activity

Led by **Zoë Flowers**,
Director of Survivor
Programs, WOCN,
Inc.



Group Agreements

Sumayya

Listen.
Really
LISTEN

Be present.
**...take care of
yourself**

Consider new *ideas*.
...and **Share Yours**

Stretch YOUR thinking
...and others with
love and respect

Share of yourself.
Bring all of
YOU!

Take risks.

*And support others
taking risks.*

Connect.

Really connect with
someone

New to You!

“My story
stays here.”

Create a
space of
Mutual Respect

Lay of the Land

Who's in the room?



What best describes your organization?



Domestic violence program

Dual DV/SA program

Campus / University program

Court or Systems-Based program

Law Enforcement / Criminal Justice

Legal services/legal aid

Sexual assault program

Something else

I would describe my organization/program as culturally specific and/or working with un- or under-served communities (i.e. communities of color, immigrant/refugee, LGBTQI+, Tribal)

Yes

No



What best describes your role?

Advocate / Legal Advocate / Caseworker / Case manager

Attorney / Lawyer

Board member / Volunteer

Educator

Executive Director or CEO

Police / Detective / Law Enforcement

Program manager, supervisor or director

Systems Advocate

Something else

How we see, speak,
and disrupt racial
inequity...

SPEAK: My organization creates opportunities for staff to talk about issues of race, discrimination, and oppression.





SEE: My organization reviews programs/services or collects data to better understand racial disparities or the needs of underserved survivors.



Yes, regularly

On occasion

Rarely

No, never

I'm not sure



DO: My organization does work on racial equity, economic equity, or both.

Racial Equity

Economic Equity

Both

Neither

SEE: Racial equity work at my organization is shared, accessible to all, and could be sustained even if key leaders left.





When you hear "racial equity" what comes to mind?

Table Discussion

What was last racial equity conversation you had? When and where did it occur?

When you hear “racial equity” what comes to mind?

What's been done/accomplished
in the racial equity space in
Kansas that's measurable,
sustainable, and replicable?

What would you lift up,
celebrate, and/or build upon?

Share Back



Break

2. Mapping the Landscape

Tuesday, July 30th

10:45 - 11:45AM

- Framing & Concepts (Zoe)
- Mapping the Landscape: Inequity in Kansas (Lisalyn)
- Activities: 3-Tier Discussion & Equity Mapping (Zoe/Sara)

The Big-Picture View

Our Role:

To foster a **commitment and action plan** for **ongoing race equity work** in Kansas.



Objectives:

Engage in **deep exploration** of the connection between racism, white supremacy, colonization, and sexual/domestic violence.

Discuss **bias, its impact on our work** and organizations and explore ways to interrupt and create **cultures of inclusion and authenticity**.

Explore how connections **inform prevention efforts** and **refine state strategies** thru racial equity lens.

Craft a **collective commitment statement** to racial equity work.

Table Discussion

Define/describe “equity”

Define/describe “accountability”

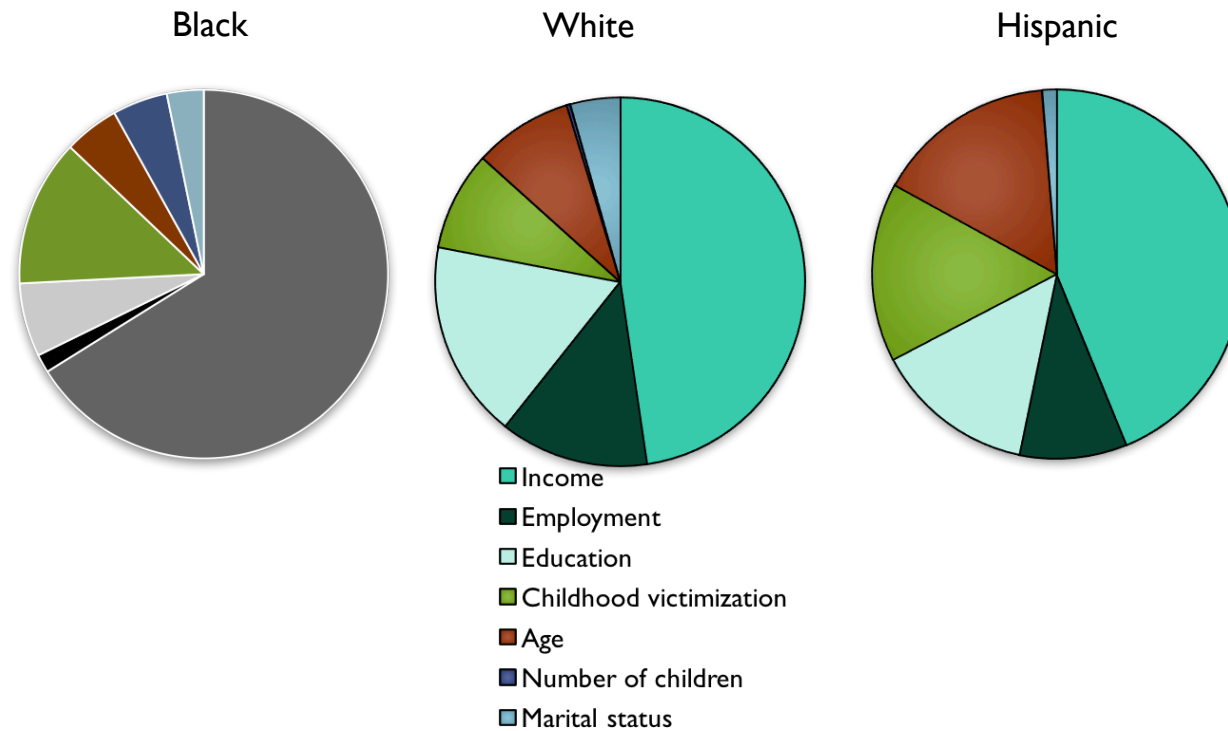
Define/describe “justice”

Share Back

More on Concepts, Language, Framing

Zoe Flowers

Predictors of IPV Across Race



Cunradi, Caetano, Shafer. (2002). Socioeconomic Predictors of Intimate Partner Violence Among White, Black, and Hispanic Couples in the United States. *Journal of Family Violence*, 17(4): 377-389

Racial Disparities in IPV

- Women of color experience higher rates of domestic violence and sexual assault than their white counterparts.
- People of color live in poverty at a rate disproportionate to whites (27% vs. 10%)
- Poverty has compounding and reciprocal effects on violence (i.e., ripple effect).

Racial Disparities in IPV

- Economic barriers facing survivors of color
- Place based
- Race based
- Systemic barriers faced by survivors based on race and poverty, require that we develop strategies that address their broad ranging impacts.

Racial Disparities in IPV

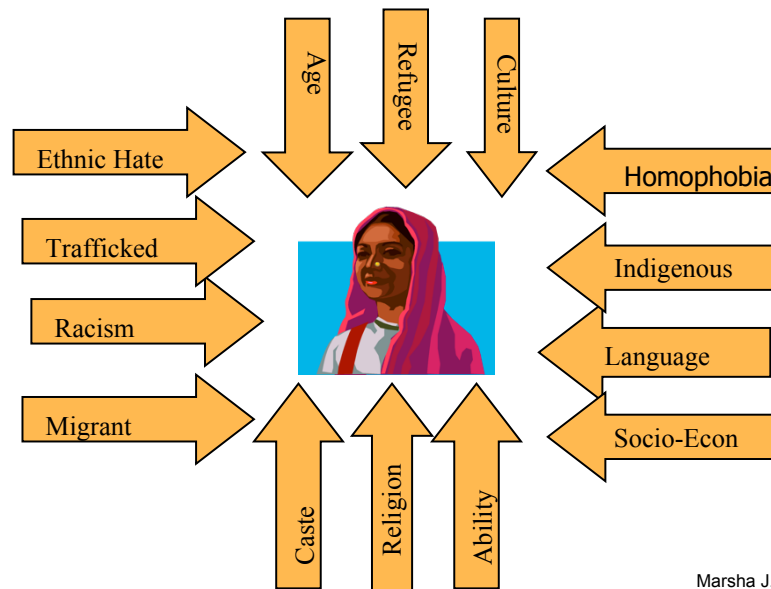
- According to the National Intimate Partner and Sexual Violence Survey (NISVS), approximately 4 out of every 10 non-Hispanic Black women (43.7%),
- 4 out of every 10 American Indian or Alaska Native women (46%), 1 in 2 multiracial non-Hispanic women (53.8%),
- More than one-third of Hispanic women (37.1%) and about one-fifth of Asian or Pacific Islander women (19.6%) in the U.S. will experience DV and SA in their lifetimes.

Black, M.C., Basile, K.C., Breiding, M.J., Smith, S.G., Walters, M.L., Merrick, M.T., Chen, J., & Stevens, M.R. (2011). The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

Racial Disparities in IPV

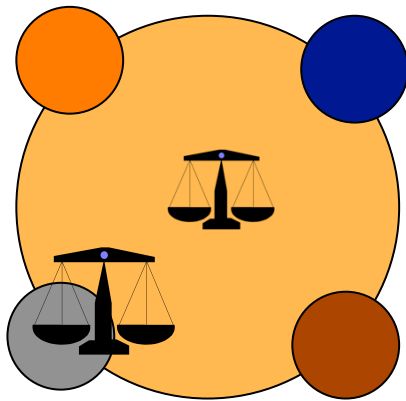
- According to a 2017 report, Black women were 2.5 times more likely to be murdered by men than their white counterparts, and more than 90% knew their killers.

Converging Identities

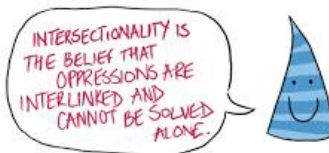


Marsha J. Tyson Darling, Ph.D.
Adelphi University

Converging Identities



- PUT SIMPLY: “According to an intersectionality perspective, inequities are never the result of single, distinct factors. Rather, they are the outcome of intersections of different social locations, power relations and experiences.”



OPPRESSIONS ARE NOT ISOLATED.
INTERSECTIONALITY NOW!

bell hooks

Intersectionality

Adapted from: Intersectionality: A Tool for Gender
and Economic Justice

Kimberlé Crenshaw: What is Intersectionality?

<https://www.youtube.com/watch?v=ViDtnfQ9FHc>

Adapted from: Intersectionality: A Tool for Gender
and Economic Justice

Overview

- Intersectionality is a feminist theory, a methodology for research, and a springboard for a social justice action agenda.
- It aims to address the manner in which racism, patriarchy, class oppression and other systems of discrimination create inequalities that structure the relative positions of women.

Adapted from: Intersectionality: A Tool for Gender
and Economic Justice

Overview Cont...

- Intersectional analysis argues that we should not understand the combining of identities as additively increasing one's burden but instead as producing substantively distinct experiences.

Adapted from: Intersectionality: A Tool for Gender
and Economic Justice

Overview Cont...

- It helps us to understand and assess the impact of these converging identities on opportunities and access to rights, and to see how policies, programs, services and laws that impact on one aspect of our lives are inextricably linked to others.

Adapted from: Intersectionality: A Tool for Gender
and Economic Justice

“...it is not about making sure
that every oppression is named;
it is actually about making sure
every person is accounted for.”

- Youmna Chala, *WILD for*

Human Rights

Adapte
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Interse
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Tool
for
Gender



Zoe Flowers

Primary prevention

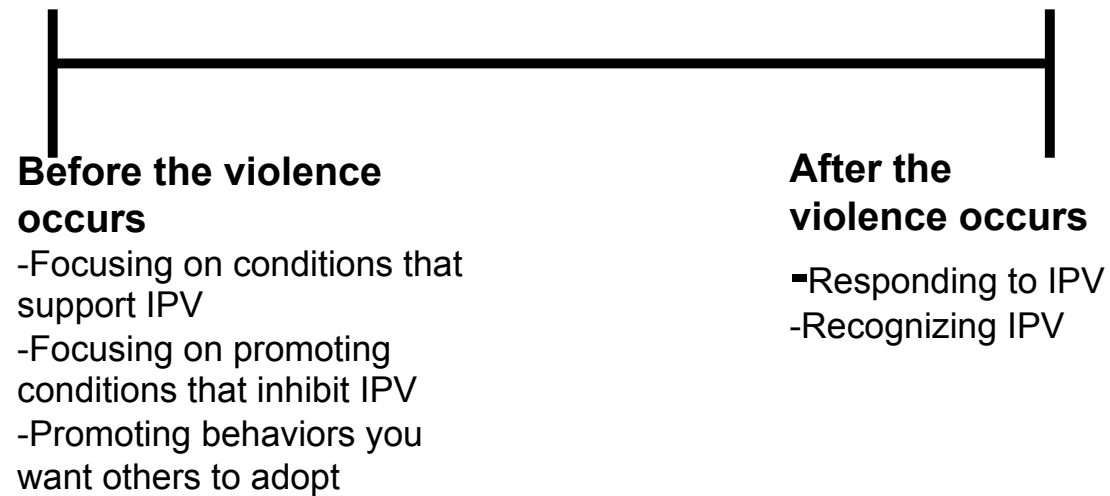
What we are working to change:

Knowledge – For change in knowledge provide succinct and clear information; knowledge change can occur in one-time brief (up to one hour) encounter.

Attitudes – For change in attitude provide information and an appeal to emotions or personal impact; some practice is necessary; takes time and multiple encounters.

Beliefs & Behavior – For change in behavior people need to demonstrate and practice new skills and communicate with others during the learning process; usually takes multiple events that include practicing the skills.

Prevention Continuum



Simple Vision

A dating violence program in our high schools is all that is needed to prevent intimate partner domestic violence in our community.

This assumes knowledge and a short-term intervention in one setting is all that is needed.

Complex Vision

Adolescents are influenced by many factors that support or condone intimate partner domestic violence. Each of these factors needs to be addressed in a consistent, systemic manner.

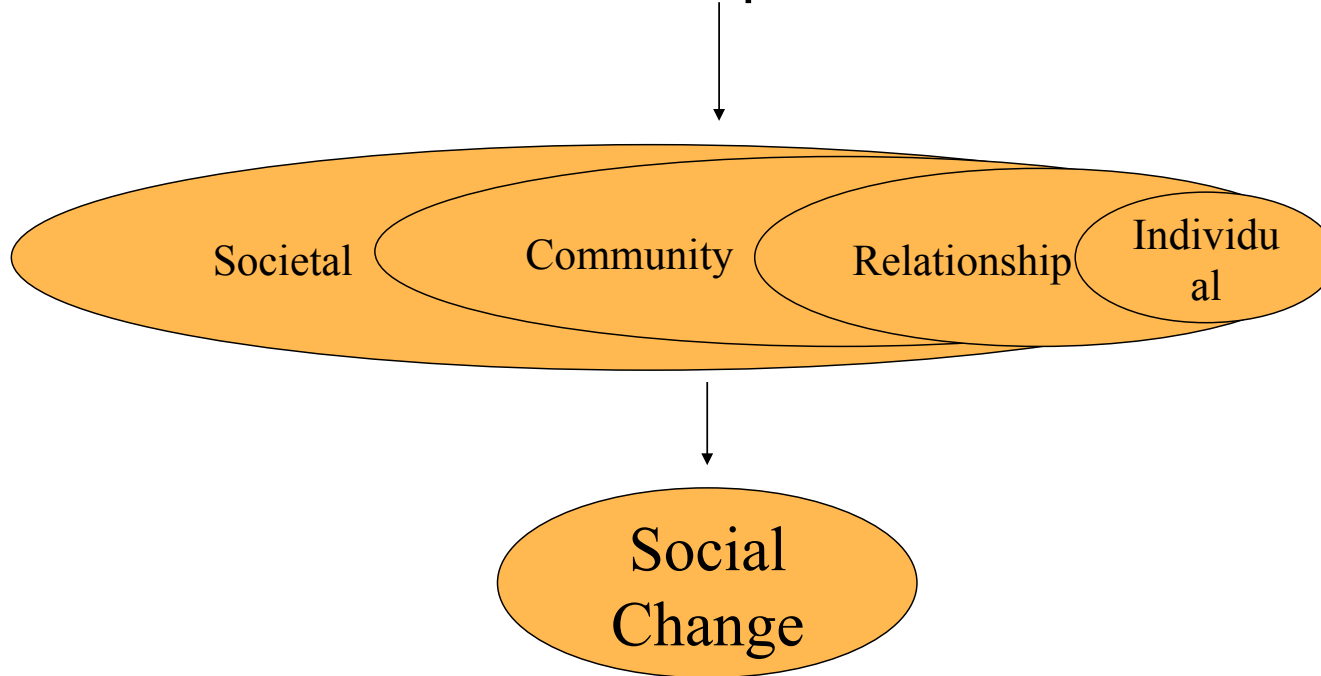
This assumes knowledge, changes in the environment and long-term programs are needed.

The Social Ecological Model

- *Each level of the SEM can be thought of as an avenue through which individual behavior development, change, and maintenance can be promoted.*
- When developing prevention strategies across the levels, the key is to note which avenue is used to influence individual behavior.

The Social Ecological Model

If we work at multiple levels



CDC's Prevention Framework

	Individual	Relationship	Community	Society
Before	Men of Strength Clubs	Campus Dialogues with Men	Social Norms Campaign	Legislation promoting the status of women
After	Arrest Crisis Services	Protective Orders	Police Protocols Take Back the Night Rallies	Legislation defining VAW as a crime

Focus on **WHAT** you are trying to change,
not WHERE you are trying to implement the change

WHY The Social Ecological Model

- Institute of Medicine
 - “It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment *conspire* against such change.”

A social environmental approach to health and health interventions. In: Smedley BD, Syme SL, (Eds.) *Promoting Health: Intervention Strategies from Social and Behavioral Research.*, Washington, D.C. National Academy Press, 2000:4.

An Example: A Comprehensive Approach

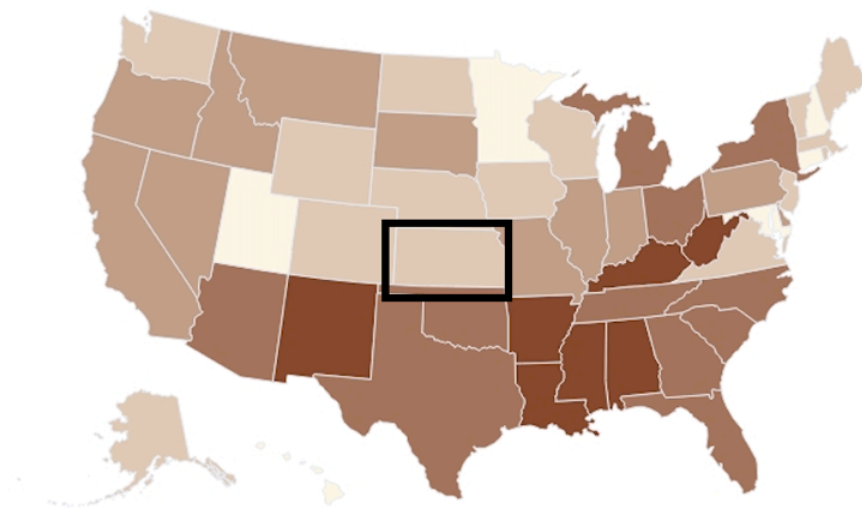
- Examples of a comprehensive prevention approach would include:
 - Individual level
 - Curriculums, counseling, mentoring
 - Relationship
 - Support programs, mentoring, parent training
 - Community
 - Social norms, community education, policy changes
 - Societal
 - Media campaigns, policy changes

Mapping the Landscape: Inequity in Kansas

Lisalyn Jacobs

Irene Schmid, CSAJ Research Fellow

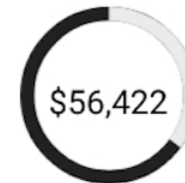
Poverty Statistics



Poverty Rate
< 10 10 - 12 12 - 14 14 - 16 > 16



Poverty Rate
US Total: 12.3%



Median Household Income
US Total: \$60,366



Female Head of Household Median Income
US Total: \$36,959



Income Inequality Ratio
US total: 12.3

Multiple sources: Request data and sources from CSAJ's Equity Index
sarawee@csaj.org

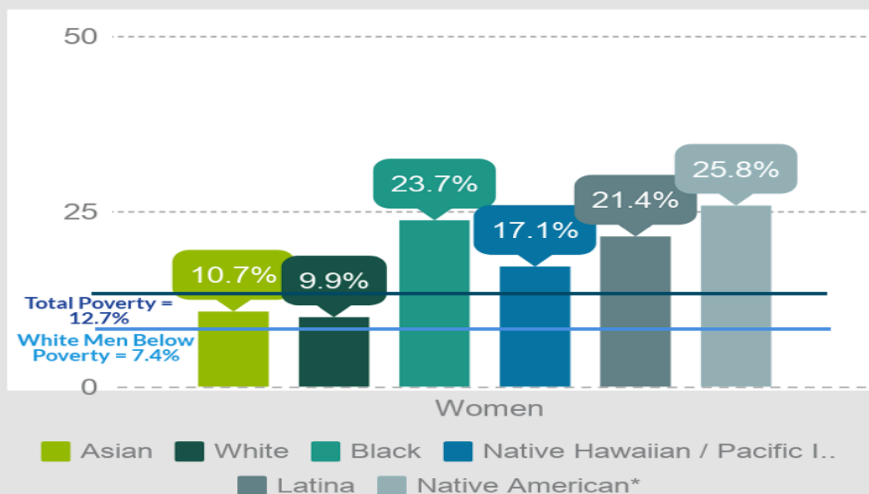
POVERTY DATA EXPLAINED...

- POVERTY RATE (CENTER FOR AMERICAN PROGRESS, 2018)
 - "PERCENTAGE OF PEOPLE WHO HAD INCOMES BELOW THE POVERTY LINE (\$24,860 FOR A FAMILY OF FOUR) IN 2017."
 - KANSAS: 11.9%, US TOTAL: 12.3%
- MEDIAN HOUSEHOLD INCOME (US CENSUS BUREAU, 2017)
 - MEDIAN HOUSEHOLD INCOME IN 2017.
 - KANSAS: \$56,422, US TOTAL: \$60,366
- FEMALE HEAD OF HOUSEHOLD MEDIAN INCOME (US CENSUS BUREAU, 2017)
 - MEDIAN INCOME FOR A HOUSEHOLD RUN BY A SINGLE FEMALE WITH NO HUSBAND PRESENT.
 - KANSAS: \$34,371, US TOTAL: \$36, 959
- INCOME INEQUALITY RATIO (CENTER FOR AMERICAN PROGRESS, 2018)
 - "THE RATIO OF THE SHARE OF INCOME GOING TO THE TOP 20 PERCENT OF HOUSEHOLDS AND THE SHARE OF INCOME GOING TO THE BOTTOM 20 PERCENT OF HOUSEHOLDS IN A GIVEN YEAR."
 - KANSAS: 13.4, US TOTAL: 12.3

Social inequality constrains survivors' options for safety:

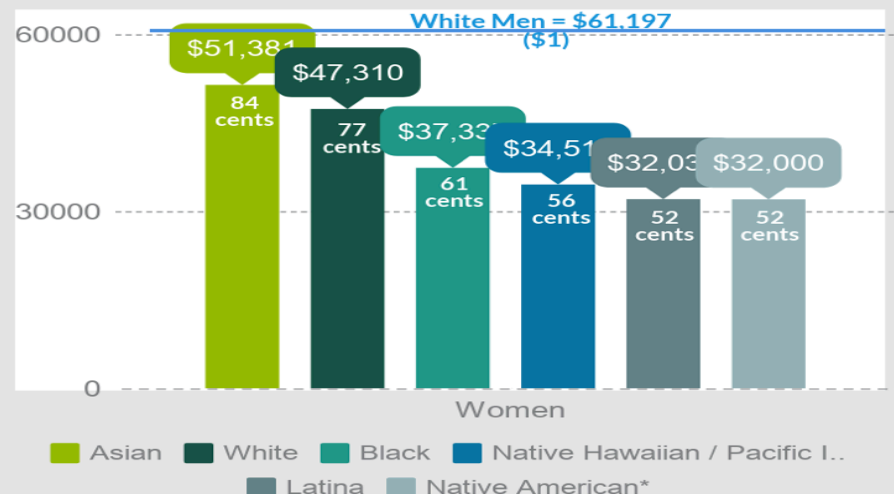
Disparities in poverty

2016 Poverty Rates, By Race/Ethnicity



Source: U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement, (Table POV01)
 *Data for Native Hawaiian / Pacific Islander and Native American populations are from: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates (Tables: B17001)

2016 Median Income for Full-Time Workers (\$)

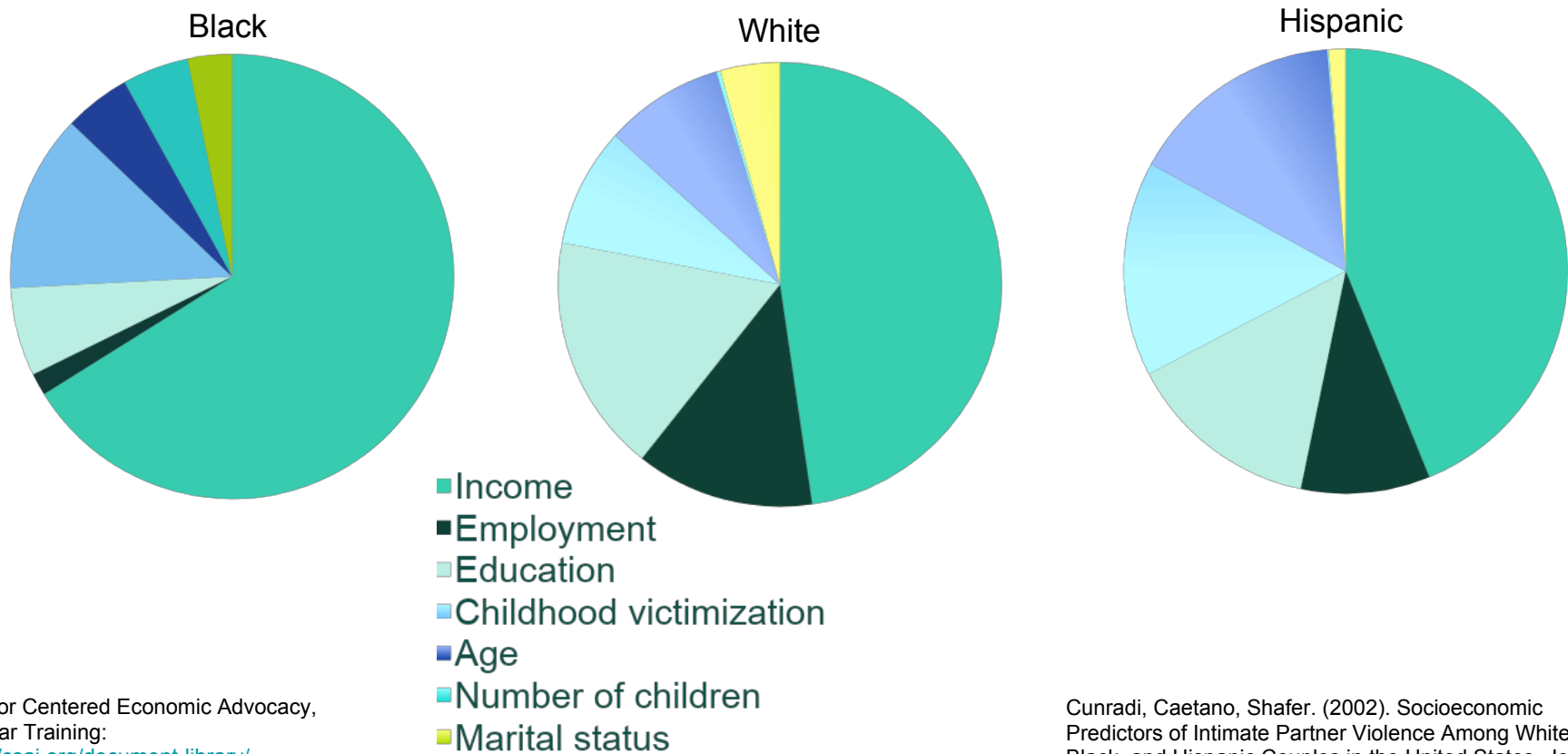


Source: U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement, (Table PNC-01)
 *Data for Native Hawaiian / Pacific Islander and Native American populations are from: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates (Tables B20017C & B20017E)

Source: CSAJ's Accounting for Economic Security Atlas:

<https://csaj.org/library/view/accounting-for-survivors-economic-security-atlas-mapping-the-terrain>

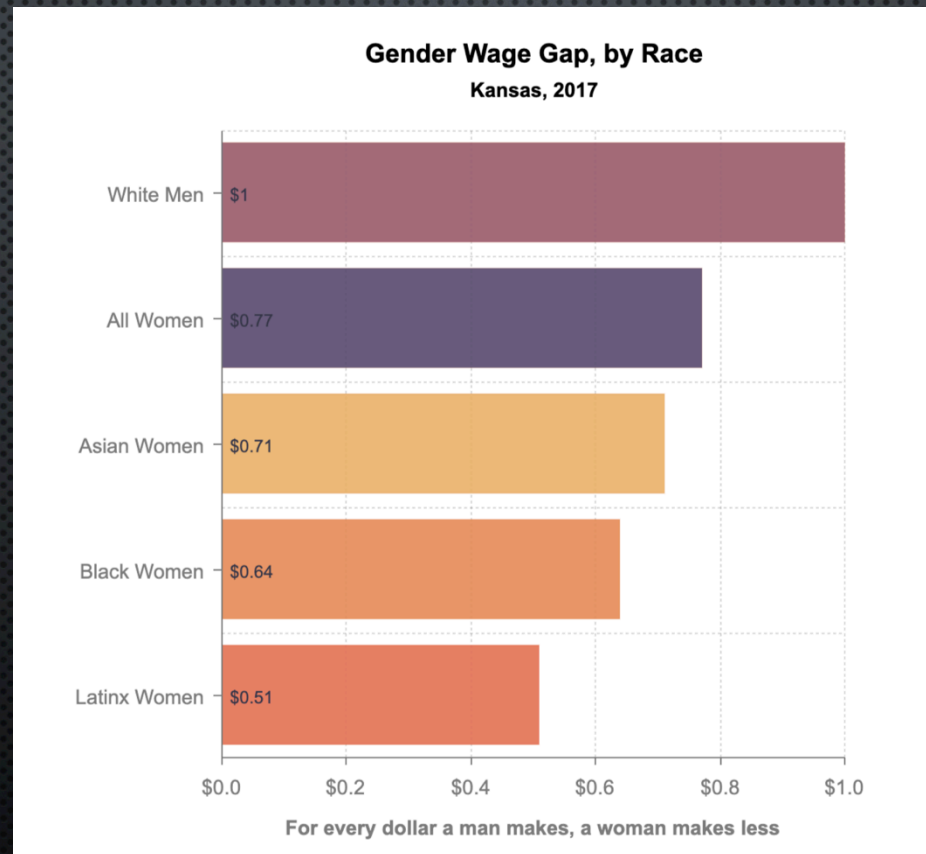
Predictors of IPV Across Race



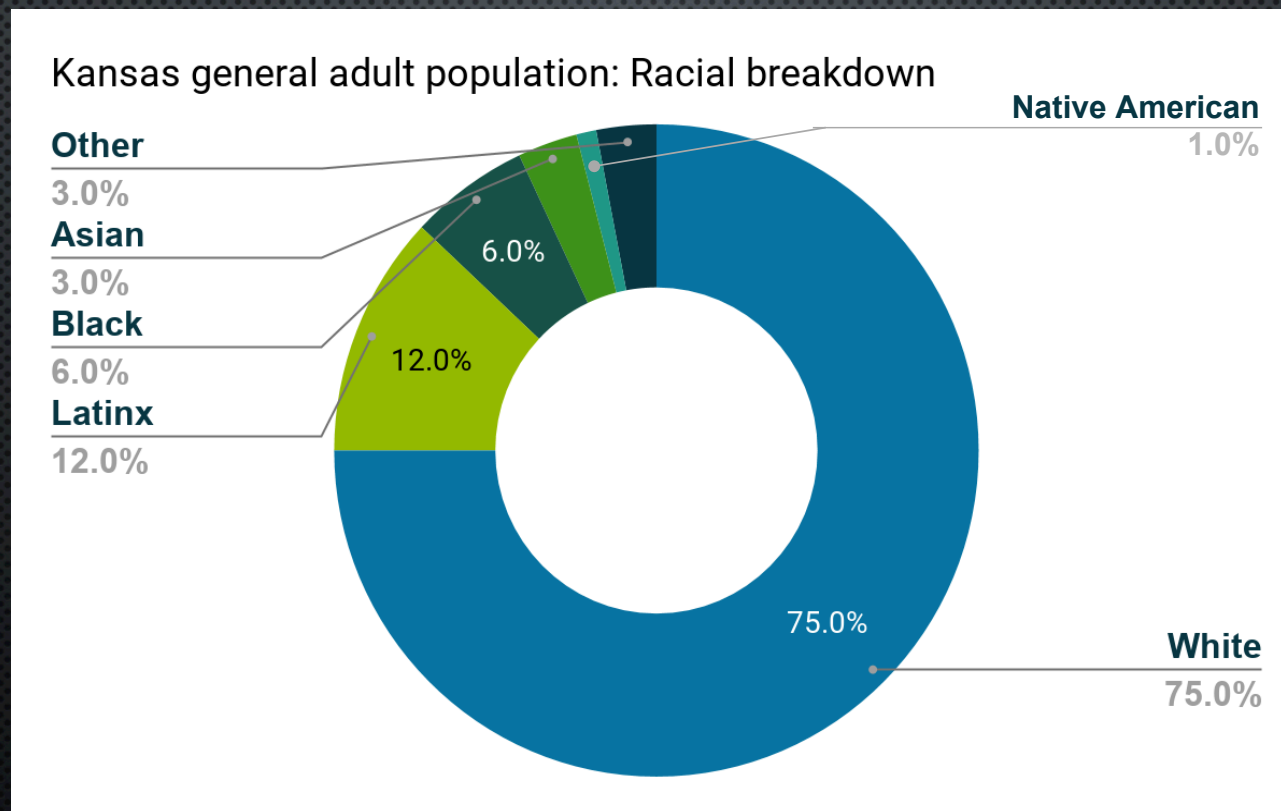
Survivor Centered Economic Advocacy,
Webinar Training:
https://csaj.org/document-library/CSAJ_Consumer_Issue_Spotting_HANDOUT

Cunradi, Caetano, Shafer. (2002). Socioeconomic Predictors of Intimate Partner Violence Among White, Black, and Hispanic Couples in the United States. *Journal of Family Violence*, 17(4): 377-389

Kansas at a glance: Wage gap



KANSAS AT A GLANCE: RACE



Native Women in Kansas

- ACCORDING TO THE 2010 CENSUS, TOPEKA RANKED 8TH AMONG US CITIES WITH THE HIGHEST PERCENTAGE OF AMERICAN INDIANS AND ALASKA NATIVES.
- FOUR NATIVE NATIONS ARE LOCATED WITHIN THE BOUNDARIES OF KANSAS: THE IOWA TRIBE OF KANSAS AND NEBRASKA, THE KICKAPOO TRIBE IN KANSAS, THE PRAIRIE BAND POTAWATOMI NATION, AND THE SAC AND FOX NATION OF MISSOURI IN KANSAS AND NEBRASKA.
- IN 2010, 29.7% OF AMERICAN INDIANS IN KANSAS LIVED BELOW THE POVERTY LINE (HIGHEST PERCENTAGE OF MINORITY KANSANS IN POVERTY)

Native Women and violence

61%

61% of American Indian and Alaska Native women have been assaulted in their lifetimes



39%

39% of American Indian and Alaska Native women will be subjected to violence by an intimate partner in their lifetimes



34%

34% of American Indian and Alaska Native women will be raped in their lifetimes



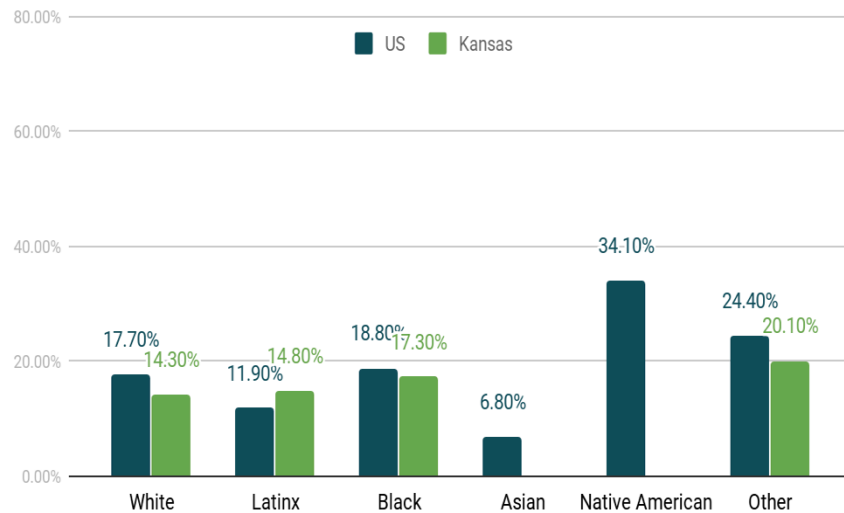
67%

Among Native rape or sexual assault victims, 67% describe their offenders as non-Native.

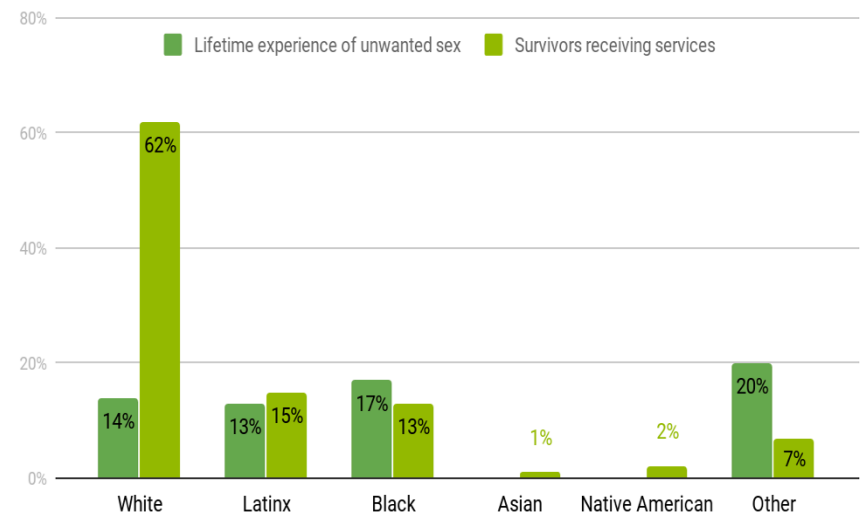


KANSAS AT A GLANCE: RACE, VIOLENCE & SURVIVORS SERVED

Women who experience unwanted sex based on race: U.S. and Kansas

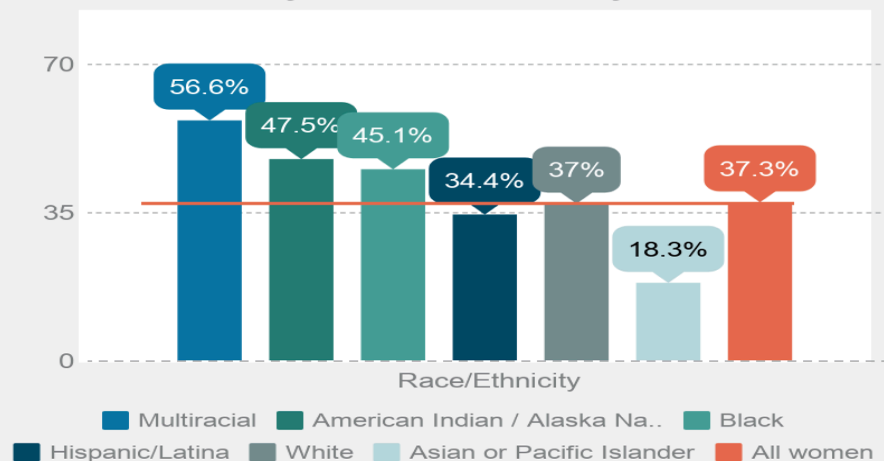


Women receiving services relative to experiencing sexual violence, by race

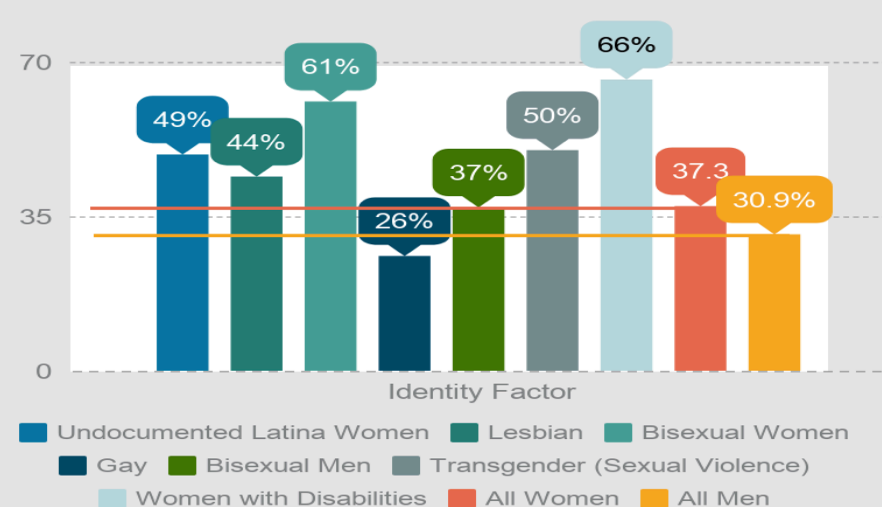


Social inequality constrains survivors' options for safety: Disparities in violence

Women Experiencing Domestic Violence,
By Race/Ethnicity



Experiencing Domestic Violence, By
Identity Factor



Sources: The National Intimate Partner and Sexual Violence Survey (NISVS) | 2010-2012 State Report: <https://www.cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf>
 The National Intimate Partner and Sexual Violence Survey (NISVS) |Victimization by Sexual Orientation, 2010 Findings:
https://www.cdc.gov/violenceprevention/pdf/cdc_nisvs_victimization_final-a.pdf
 FORGE, Transgender rates of violence (2012): <http://forge-forward.org/wp-content/docs/FAQ-10-2012-rates-of-violence.pdf>

Source: CSAJ's Accounting for Economic Security Atlas:
<https://csaj.org/library/view/accounting-for-survivors-economic-security-atlas-mapping-the-terrain>

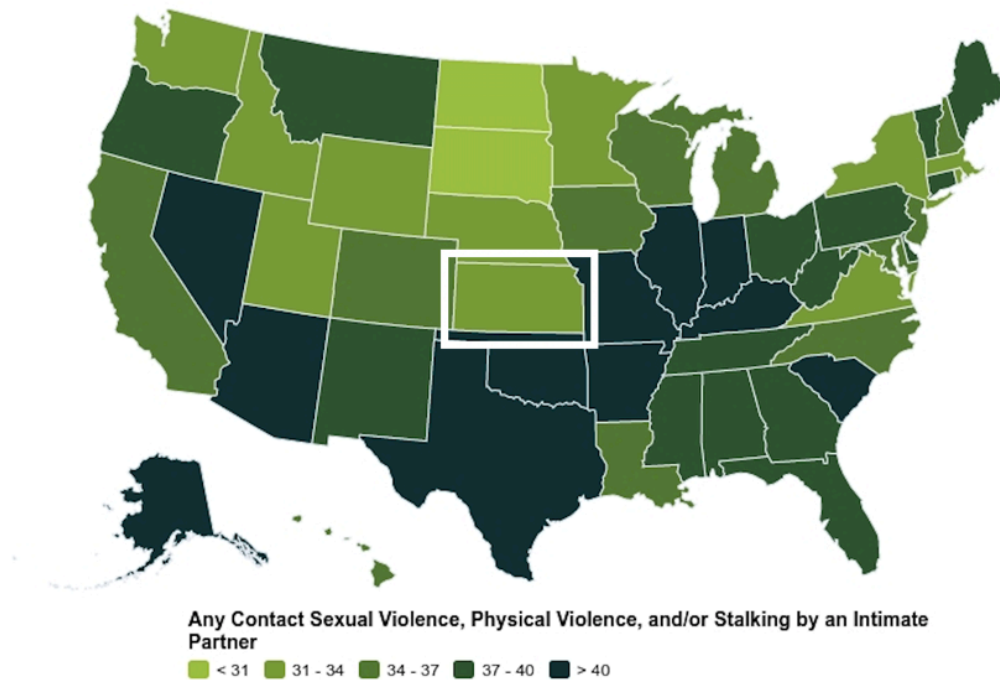
What are the unique structural barriers facing survivors?

		
Resource Availability	Service Response	Impact of Policies
Access to: Transportation, Housing, Education, Employment	Experience with: Few, dispersed, short-staffed services; lack of staff information/ awareness	Outcomes of: Geographic isolation combined with a lack of privacy
Looks Like: <ul style="list-style-type: none">• Distance to court or services (across the state)• Slow response time• Have to stay in same court for all legal actions	Looks Like: <ul style="list-style-type: none">• Judges preference for 2-parent homes• Turn over of court decision makers• Caseworkers make survivors jump through hoops (requirements, eligibility)	Looks Like: <ul style="list-style-type: none">• Reduction of absuer's charges/ increased plea deals• Women on parole who call 9-11 violate probation• Institutions defer responsibility, "passing the buck"• Time frame from arrest to conviction is too long

Source: CSAJ's Accounting for Economic Security Atlas:

<https://csaj.org/library/view/accounting-for-survivors-economic-security-atlas-mapping-the-terrain>

Violence Statistics



Any Contact Violence

US Total: 37.3%



Coercive Control

US Total: 39.7%



Contact Sexual Violence

US Total: 16.4%



Homicide Rate per 100,000 People

US Total: 1.12

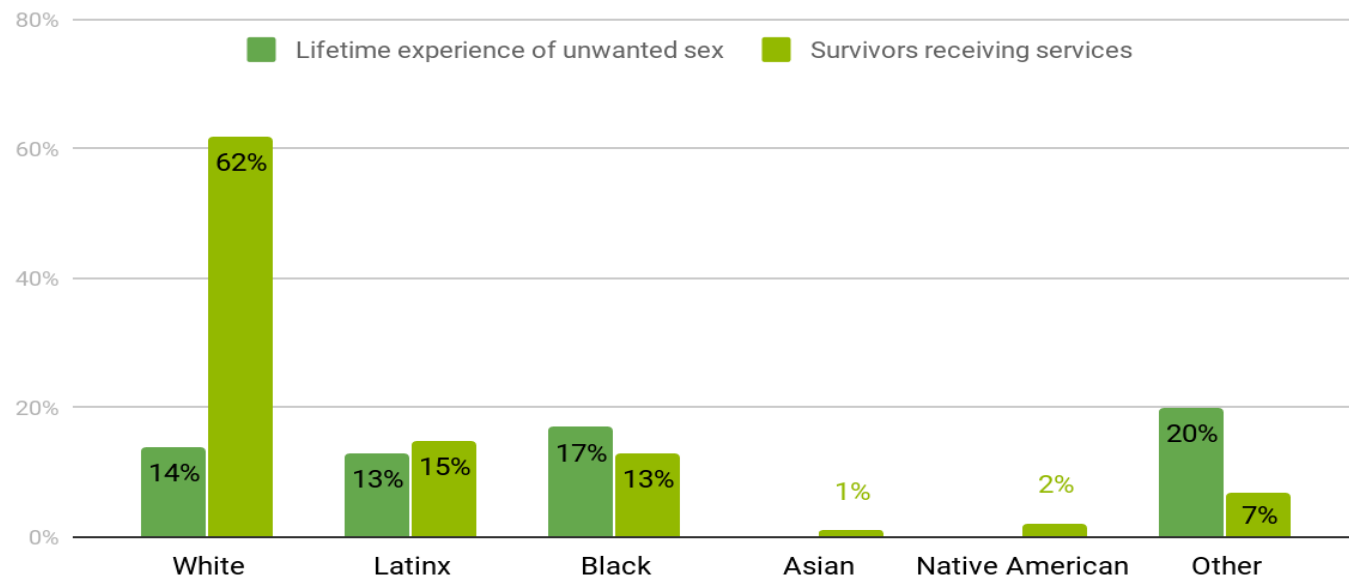
Multiple sources: Request data and sources from CSAJ's Equity Index
sarawee@csaj.org

VIOLENCE DATA EXPLAINED...

- ANY CONTACT VIOLENCE, PHYSICAL VIOLENCE, AND/OR STALKING BY AN INTIMATE PARTNER (SMITH, ET AL., 2017)
 - "LIFETIME PREVALENCE OF INDIVIDUALS WHO EXPERIENCED ANY CONTACT SEXUAL VIOLENCE, PHYSICAL VIOLENCE, AND/OR STALKING BY AN INTIMATE PARTNER ACROSS THE LIFESPAN. CONTACT SEXUAL VIOLENCE INCLUDES RAPE, BEING MADE TO PENETRATE SOMEONE ELSE, SEXUAL COERCION, AND/OR UNWANTED SEXUAL CONTACT."
 - KANSAS: 33.9% OF INDIVIDUALS; US TOTAL: 37.3%
- COERCIVE CONTROL (SMITH, ET AL., 2017)
 - THE LIFETIME PREVALENCE OF PSYCHOLOGICAL AGGRESSION BY AN INTIMATE PARTNER.
 - KANSAS: 35.4% OF INDIVIDUALS, US TOTAL: 39.7%
- CONTACT SEXUAL VIOLENCE (SMITH, ET AL., 2017)
 - "PERCENTAGE OF INDIVIDUALS WHO EXPERIENCED ANY CONTACT SEXUAL VIOLENCE ACROSS THE LIFESPAN. CONTACT SEXUAL VIOLENCE INCLUDES RAPE, BEING MADE TO PENETRATE SOMEONE ELSE, SEXUAL COERCION, AND/OR UNWANTED SEXUAL CONTACT."
 - KANSAS: 16.6% OF INDIVIDUALS, US TOTAL: 16.4%
- HOMICIDE RATE (VIOLENCE POLICY CENTER, 2017)
 - "THE NUMBER OF FEMALE VICTIMS MURDERED BY MALES IN A SINGLE VICTIM/SINGLE OFFENDER INCIDENT PER 100,000 DEATHS" IN 2015.
 - KANSAS: 1.65 / 100,000 DEATHS, US TOTAL: 1.12 / 100,000 DEATHS
 - KANSAS WAS RANKED 7TH OVERALL FOR HOMICIDES IN 2015

KANSAS AT A GLANCE: RACE, VIOLENCE & SURVIVORS SERVED

Women receiving services relative to experiencing sexual violence, by race

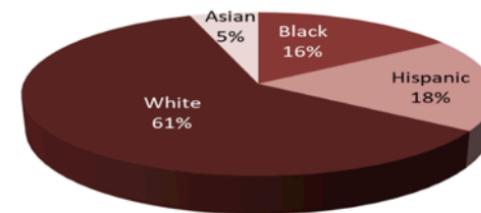


HOMICIDES IN KANSAS, 2017

#7

Kansas was ranked 7th overall for homicides in 2015 out of all US states.

Victim Race/Ethnicity:

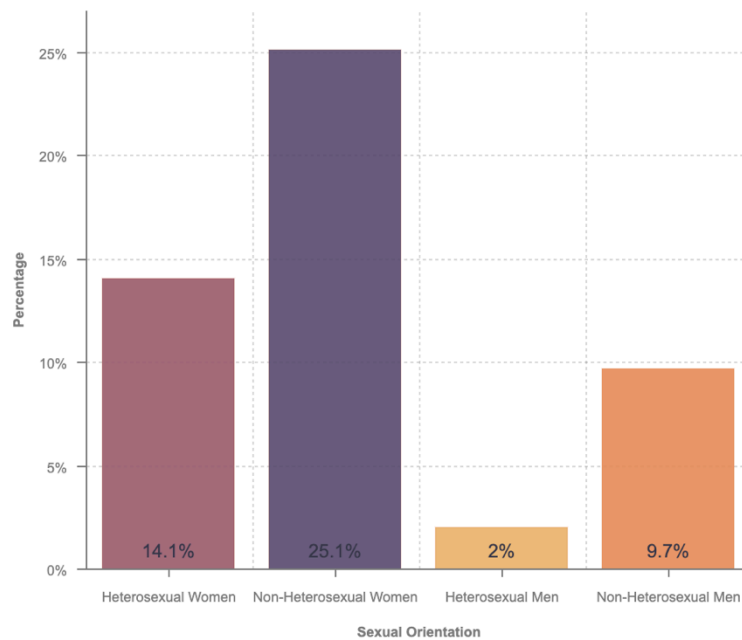


Asian	2
Black	6
Hispanic	7
White	23

KANSAS AT A GLANCE: GENDER AND SEXUALITY

Percentage of individuals who experienced unwanted sex based on sexual orientation

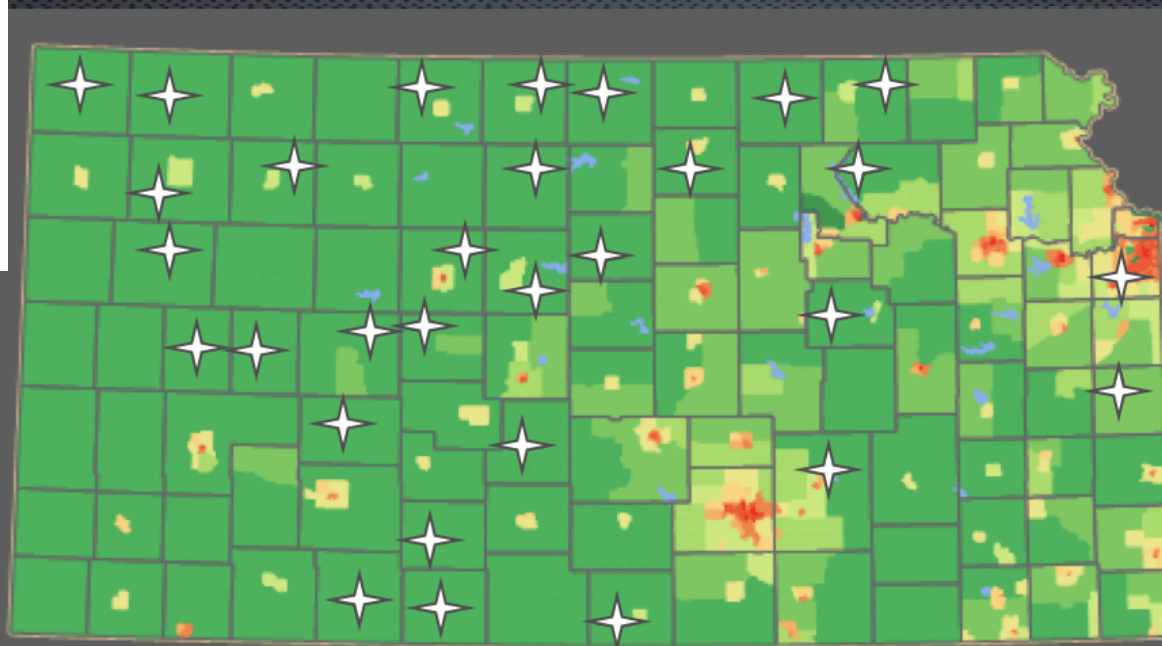
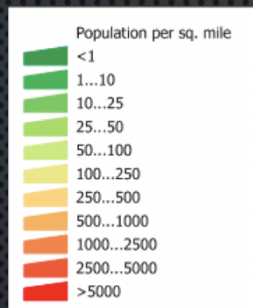
Kansas, 2014-15



LGBT Population

Percentage of adult LGBT population in Kansas

KANSAS AT A GLANCE: RURALITY & MINORITY POPULATION



★ = counties which had >100% minority population change between 2000 & 2016



Kansas

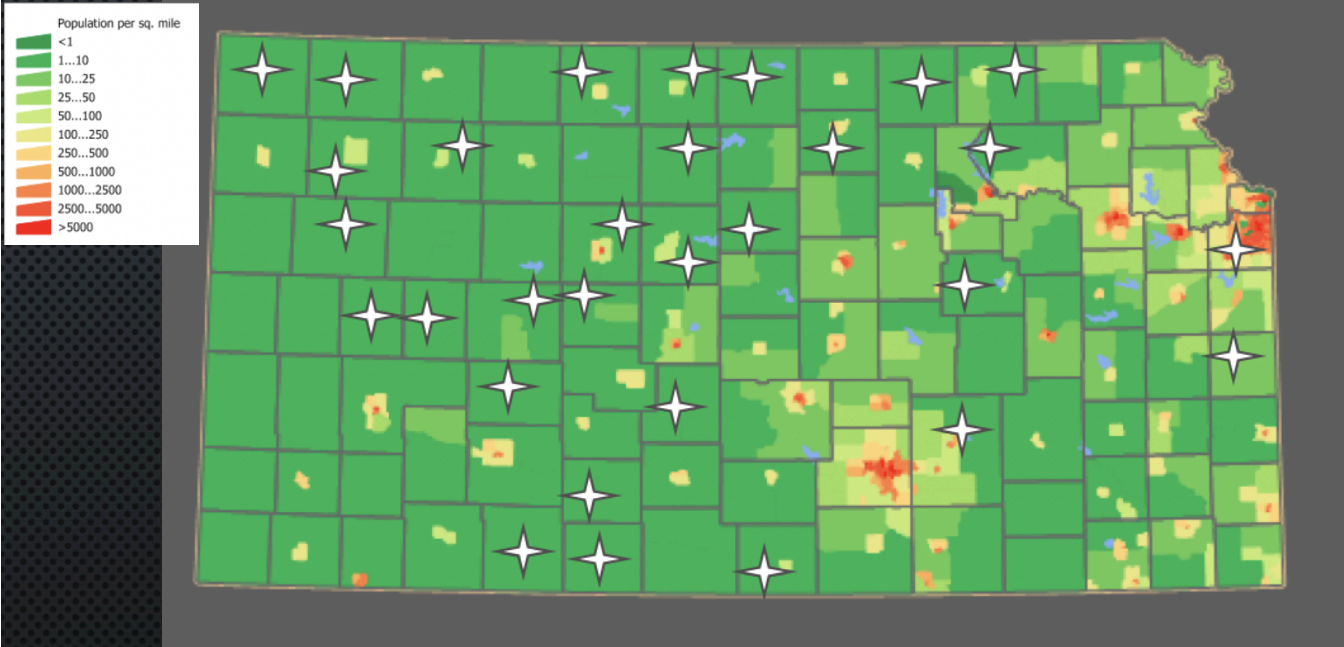
People per square mile



United States

People per square mile

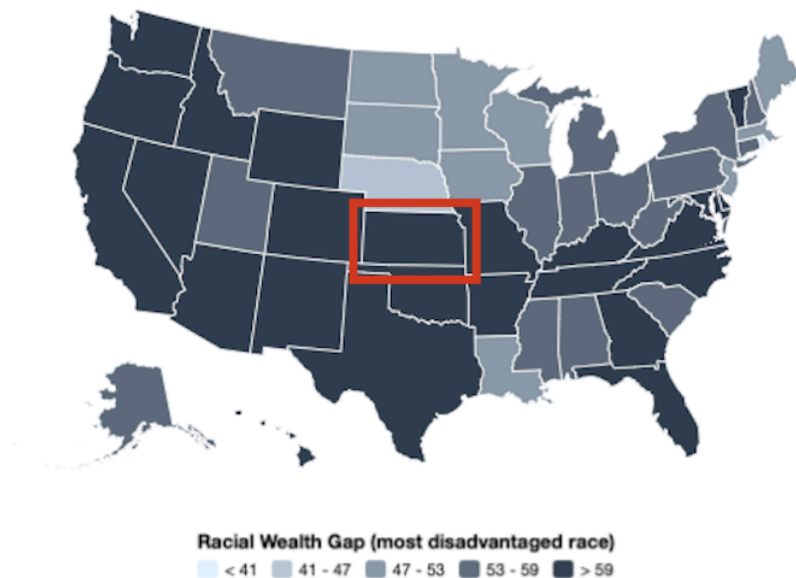
KANSAS AT A GLANCE: RURALITY & MINORITY POPULATION



The Latinx population is the fastest growing racial group in Kansas, and is expected to grow by 286.9% by 2066

<https://www.kcur.org/post/minority-populations-driving-future-kansas-growth#stream/0>

Inequity Statistics



Multiple sources: Request data and sources from CSAJ's Equity Index
sarawee@csaj.org

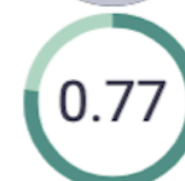


**Median Household
Income Gap: Black to
White households**

US Total Gap: 0.66



**Affordable Housing
(Units per 100 people)**



Gender Wage Gap:

US Total: 0.81



**People without Health
Insurance**

US Total: 8.8%



Unemployment Rate

US Total: 3%

INEQUITY DATA EXPLAINED...

- RACIAL WEALTH GAP (US CENSUS BUREAU, 2015)
 - THE MEDIAN HOUSEHOLD INCOME GAP BETWEEN THE AVERAGE HOUSEHOLD INCOME FOR WHITES COMPARED TO AND THE MOST DISADVANTAGE RACE GROUP PER STATE IN 2015 (2015 ADJUSTED DOLLARS). IN KANSAS, THE MOST DISADVANTAGED RACE IS AFRICAN AMERICANS.
 - KANSAS: 0.62, TOTAL US WEALTH GAP: 0.62
- AFFORDABLE HOUSING (CENTER FOR AMERICAN PROGRESS, 2018)
 - "NUMBER OF APARTMENTS OR OTHER UNITS THAT WERE AFFORDABLE AND AVAILABLE FOR EVERY 100 RENTER HOUSEHOLDS WITH VERY LOW INCOMES IN 2016. VERY LOW-INCOME HOUSEHOLDS ARE THOSE WITH INCOMES AT OR BELOW HALF OF MEDIAN INCOME IN THE METROPOLITAN OR OTHER AREA WHERE THEY LIVE."
 - KANSAS: 81 UNITS PER 100 PEOPLE, US TOTAL: UNAVAILABLE
- GENDER WAGE GAP (AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, 2017)
 - NUMBER OF CENTS A WOMAN MAKES FOR EVERY DOLLAR A MAN MAKES, ON AVERAGE, IN 2017.
 - KANSAS: 0.77, US TOTAL: 0.81
- HEALTH INSURANCE COVERAGE (CENTER FOR AMERICAN PROGRESS, 2018)
 - "PERCENTAGE OF PEOPLE UNDER AGE 65 AND BELOW 138 PERCENT OF THE POVERTY LINE WHO DID NOT HAVE HEALTH INSURANCE AT ANY TIME IN 2017."
 - KANSAS: 21.8%, US TOTAL: 8.8%
- UNEMPLOYMENT RATE (CENTER FOR AMERICAN PROGRESS, 2018)
 - "PERCENTAGE OF ALL WORKERS WHO WERE UNEMPLOYED IN 2017."
 - KANSAS: 3.6%, US TOTAL: 3%

Annual domestic violence count (2018)

Victims Served in One Day



Hotline Calls Answered



Prevention and Education
Training Participants



Unmet Requests for Services



100%

In Kansas, 10 staff positions were eliminated in the past year and 100% of these positions were direct services such as shelter or legal advocates



51%

Of the 93 unmet requests for services in Kansas, 51% requests were for housing



Services for Native survivors

- THE STRONGHEARTS NATIVE HELPLINE **[1-844-7NATIVE (762-8483)]** IS A FREE, CULTURALLY-APPROPRIATE DOMESTIC VIOLENCE AND DATING VIOLENCE HELPLINE FOR AMERICAN INDIANS AND ALASKA NATIVES, OFFERING SUPPORT AND REFERRALS TO RESOURCES DAILY FROM 7 A.M. TO 10 P.M. CST. GET SAFE, ANONYMOUS AND CONFIDENTIAL HELP.
- CALLERS REACHING OUT AFTER HOURS MAY CONNECT WITH THE NATIONAL DOMESTIC VIOLENCE HOTLINE BY SELECTING OPTION 1.

Questions to Consider

Does your organization collect socio-demographic data so you can notice and analyze trends across populations? (age, race, gender identity, income/employment, primary language, sexual orientation, etc.)

How can you partner with survivors, advocates, and organizations from marginalized communities to assess, interpret, and address data and stories?

What mechanisms could be put in place to share information across staff, programs, and partners?

Is staff educated on how assumptions, stereotypes, and bias impact how we hear and interpret stories & data, and how we take action?

Questions to Consider (Cont.)

Are staff engaged in systems advocacy and coalition building work to identify critical needs, expand affordable housing, and/or build local economic opportunities?

Does your organization keep track of who gets offered & receives specific services?

Does your organization have a language access policy and effective strategies to provide access to translators?

Does your organization engage in community outreach to increase access to services or representation?

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Putting into Practice

WHO is most impacted? 3-Tier Exercise

HOW does bias or inequity show up? Mapping Equity Walk-a-Bout

Introduction of The 3-TS Approach



WWW.WOMENOFCOLORNETWORK.ORG

Un-served Populations

Truly Do Not Have Any Services
Available To Them and Face Severe
Isolation

Underserved Populations

Have Minimal or Limited Access & Are
In Need Of More Outreach And
Support

Inadequately Served Populations

Are Historically Marginalized & May Be
Overrepresented



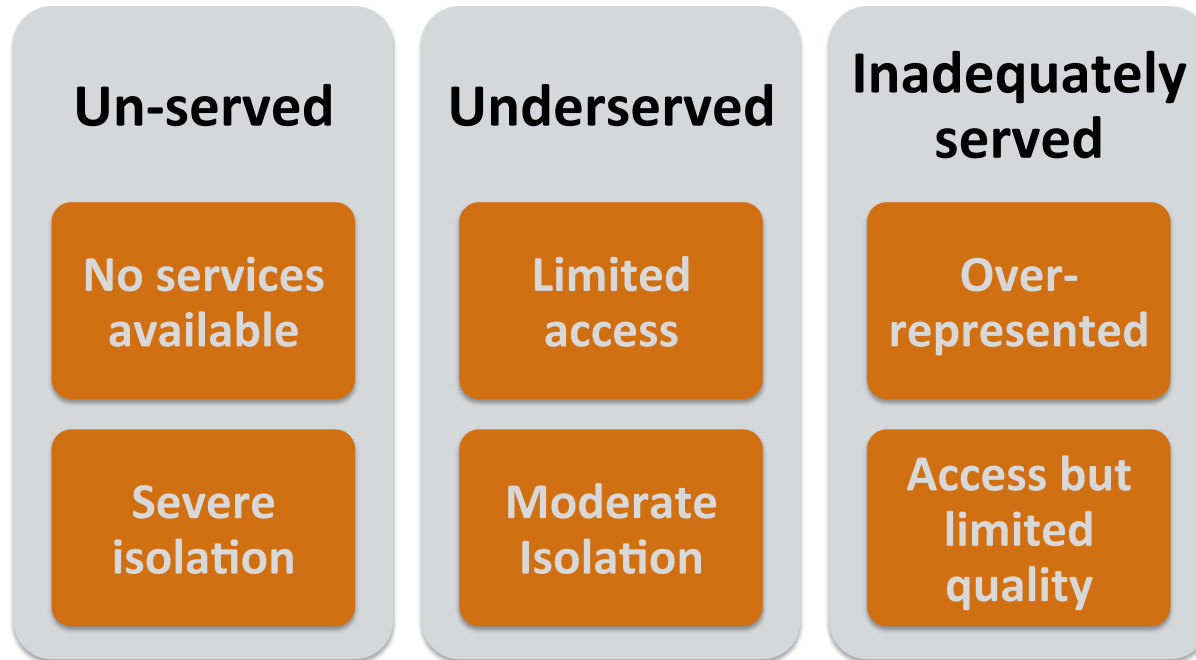
3-TS Approach Exercise

Applying the Three-Tier definitions to the populations

POPULATION	Un-served	Underserved	Inadequately Served
API			
Black			
Disabilities			
Immigrant / Refugee			
Later Life			
Latino / Hispanic			
LEP			
LGBTQI			
Multi-ethnic			
Native			
Rural			
Undocumented			
Youth and Teens			

Expanding and Enhancing Our Approach:

A Spectrum of Needs



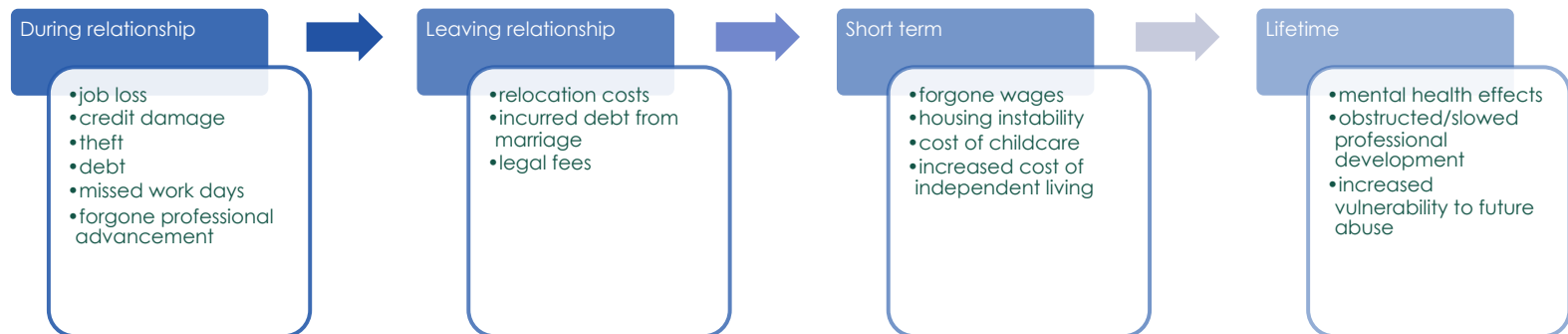
Questions?



Mapping Your Equity Landscape

Sara Wee

The “Economic Ripple Effect” of Domestic Violence



Shoener & Sussman. (2013). Economic Ripple Effect of IPV: Building Partnerships for Systemic Change. *Domestic Violence Report*. Aug/Sept, 83-95.

Walkabout: Mapping barriers and harms

1. What **institutions/service factors** pose the biggest barriers or are most harmful to survivors' economic security?
2. What **community factors** pose the biggest barriers or are most harmful to survivors' economic security?
3. What **policies or proposed policies** threaten survivor economic security?

Examples: Racial Impact Assessment

1. Institutions/services

- Banking or finance opportunities
- Civil legal services or legal representation
- Court access or practices
- Credit/Debt (credit reports, predatory lending, other consumer rights)
- Criminal justice system and/or law enforcement
- Government practices
- Health or access to healthcare
- Housing access or affordability
- Human or social services
- Jurisdictional issues between federal, state, and Tribal courts
- Language or translation services (English as a Second Language (ESL), etc.)
- Legal status / immigration barriers
- Public benefits
- Tribal court access or practices

2. Community factors

- Access to childcare or other child needs
- Availability of services/resources in neighborhood or community
- Education access or quality
- Food access or affordability
- Employment access or local job opportunities
- Employment benefits (paid leave, insurance, etc.)
- Environment (air/water pollution, sanitation, natural disasters)
- Distance to or between services/resources
- Gentrification
- Infrastructure (roads, internet, phone, utilities, etc.)
- Intergenerational support
- Transportation access or affordability
- Social networks/support
- Spiritual or religious support

3. Policies or proposed policies

- Organizational policies and protocols (your own and of partners/services, like public benefits caseworker policy, court policy/rules, etc.)
- Resource availability/access
- Policies impacting neighborhood infrastructure (i.e. quality and affordable public transportation, local job opportunities, affordable housing, etc.).
- Public policies and laws on domestic violence. (For example, mandatory arrest laws, gun control, other criminal justice policies.)
- Public policies and laws for public benefits and other safety net services. (For example, TANF (welfare or food stamps), social security, disability, veteran's assistance, etc.)
- Public policies and laws addressing inequality/discrimination. (For example, minimum wage, civil rights, LGBTQ rights/ protections, immigrant rights/ protections, Native sovereignty, etc.)

Walkabout: Illuminating bias & disparities

1. What **institutions/service factors** pose the biggest barriers or are most harmful to survivors' economic security?
2. What **community factors** pose the biggest barriers or are most harmful to survivors' economic security?
3. What **policies or proposed policies** threaten survivor economic security?

How do these differ for survivors across racial/ethnic groups or survivors on the margins?

Where do you see bias show up?

Share Back

3. “Doing the work”: Internal & External Work for Equity

Wednesday, July 31st

1:30 - 2:45PM

- Welcome to Day 2
- Margins to Center Listening Sessions & “Showing Up” Report (Sara/Zoe)
- Creating Organizational Cultures of Equity & Inclusion (Sumayya)
- Doing the Internal Work: “You are here” (Lisalyn)

Welcome to Day 2!

KS Equity Map

Harmful Services/ Institutions

WOC removed from shelter
Systems (and advocates) replicate
abuse
Org policies (e.g. shelter eligibility)
Incarceration/Prison: lost jobs,
WOC survivors overrepresented,
comm'ty impact
Employers not accommodating
(survivors)

Harmful Community Factors

Education → can't get job that will
sustain them

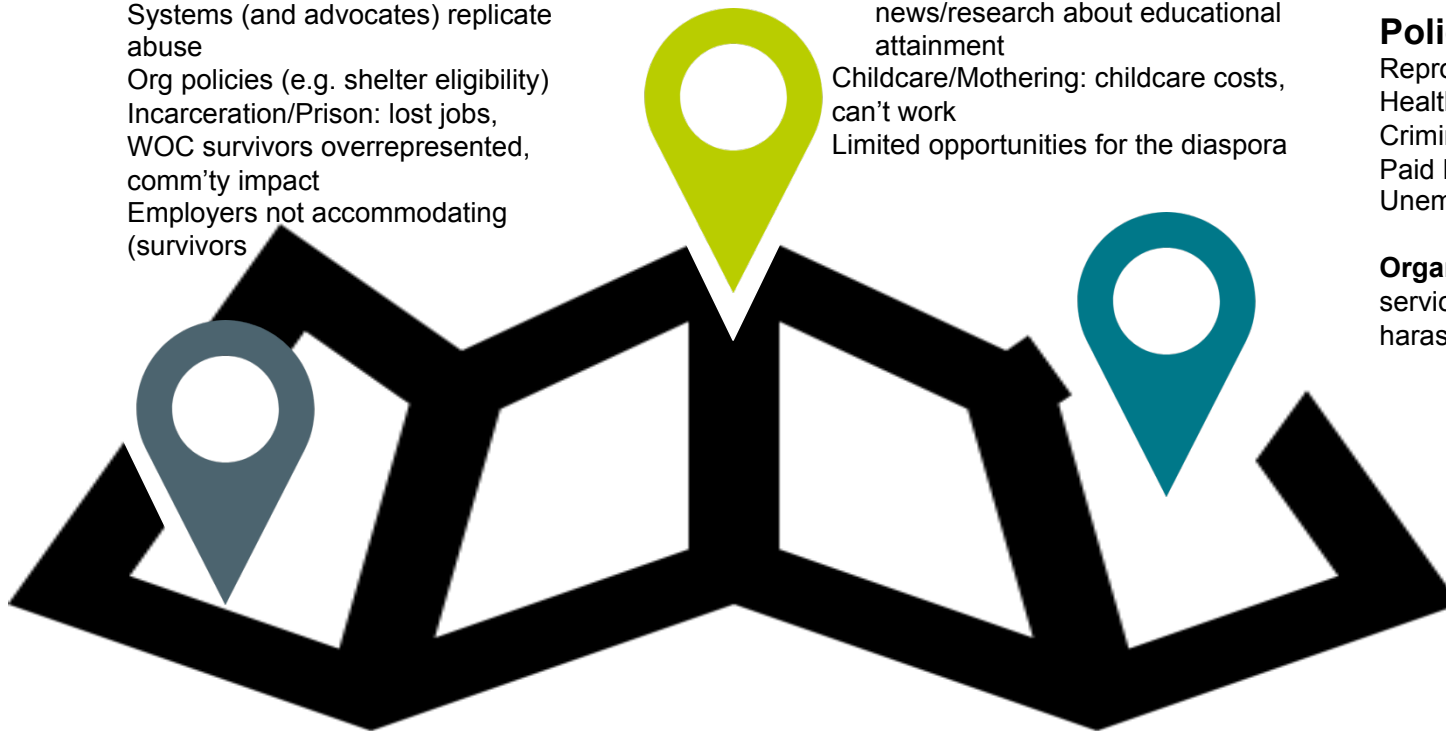
- Place (access to quality education)
- Race (student of color treated differently, e.g. truancy)
- Culture/Media (myths of prioritization vs what is featured in news/research about educational attainment)

Childcare/Mothering: childcare costs,
can't work
Limited opportunities for the diaspora

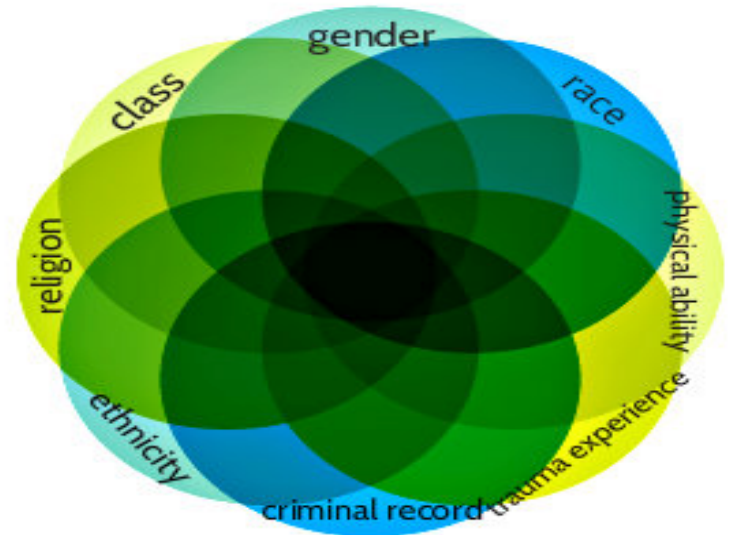
Polices at Play

Reproductive Health
Healthcare
Criminal Justice
Paid Leave/Sick
Unemployment Insurance Benefits

Organizational: dress codes,
service/shelter eligibility, sexual
harassment, hiring,



Seeks to increase capacity of the field to address racial and other structural and institutional biases that pose barriers to economic stability for survivors of domestic and sexual violence.



Racial & Economic Equity of Survivors Project (REEP)

Our Partners

Women of Color Network, Inc.

Southwest Center for Law and Policy

Asian Pacific Institute on Gender-Based Violence

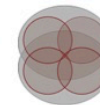
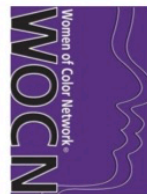
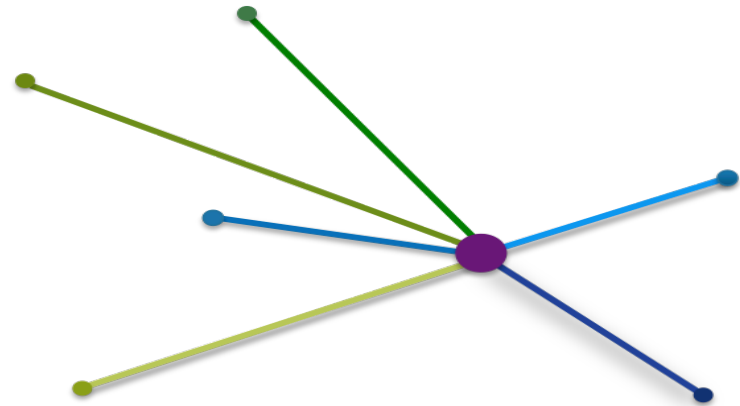
Casa de Esperanza

Texas Council on Family Violence

Kirwan Institute for the Study of Race & Ethnicity

Camille Holmes

Bill Kennedy



KIRWAN INSTITUTE
for the Study of Race and Ethnicity



& race equity partners, Camille Holmes and Bill Kennedy

Listening Sessions & Report

Margins to Center Listening Sessions
(Sept 2017)

Opportunity to create dialogue across the field about the **ways that racial inequity shows up** for survivors, in their work, and **to inform advocacy and systems change** that enhance racial and economic equity for domestic and sexual violence survivors.

3 CALLS: advocates of color who also identify as survivors;

2 CALLS: attorneys sitting at unique intersections of law who are people of color and/or aspiring white allies;

2 CALLS: economic justice or policy staff from state and tribal coalitions who are people of color and/or aspiring allies.

What were we interested in?

Beliefs, Experience, Comfort

- When you think about racial equity, what comes to mind?

Interplay & Difference of Racial & Economic Inequality – The Look and Feel

- [share data on racial disparities] What do those disparities look like for the communities you serve?
 - What are the economic barriers survivors face? How do they differ by race?
-

What were we interested in?

Organizational Response

- How does your organization address disparities across racial/ethnic/gender/gender expression/ability/immigrant status/ etc.) or take them into account?
- What partnerships are important? How do you build them? And why?

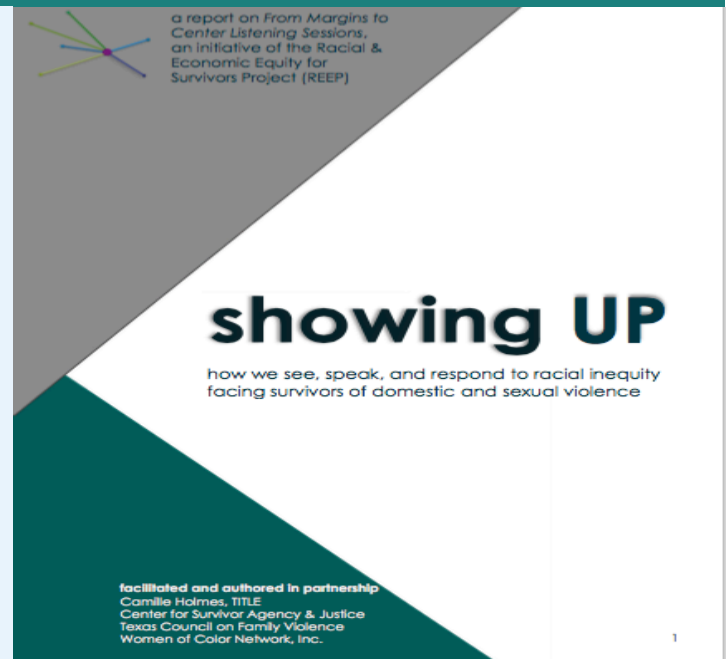
Strategies for Equity

- Where do survivors of color find the most support in your agency/program?
 - Are you working with other organizations/initiatives? And in what ways?
 - Any examples of systems change that have had a positive impact on disparities discussed earlier?
 - What do you personally need to do this kind of work? Organizationally?
-

The Result? Showing Up

Purpose is to **dialogue-back** with Listening Session conversations in order to aid **self-reflection, challenge dominant narratives, support improved data collection** and analysis, and to begin, continue, or **advance conversations and work toward racial equity** for domestic and sexual violence survivors and for all of us.

[DOWNLOAD](#)



Key Themes

"I've always known its presence, but I **am really feeling the weight of white supremacy** in many ways right now. I'm really struggling with being within a primarily white-led organization, working with sexual assault survivors and trying to contemplate how we fundamentally restructure our practice to center folks of color, queer folks of color, survivors of color." – *a female-identified, attorney of color*

"I am a white person and it is sometimes very uncomfortable for me to talk about racial inequity because I don't feel like I really can...**I see these things happening and I want to fix them and I want to address them but I don't know how...**It's uncomfortable to me, I guess." - *a white, female-identified attorney*

"I'm gay, male and Hispanic so even though I am part of a Hispanic community, I still have male privilege to check. In my community I have white privilege that I need to check. There are still things I have to learn around that **because we all have isms that we have to check.**" - *gay, male, immigrant advocate who also identifies as a survivor*

Speaking, Seeing, Disrupting

Writing session participants expressed a range of ways that they and their organizations talk about and act (or fail) to address racial inequality for survivors. Not all participants saw racial bias and inequality or had an understanding of what constituted racial bias and inequality, regardless of their own racial identity and experience. Others acknowledged while racial inequality in theory, but expressed discomfort or got defensive when talking about how it shows up in real life. Still others were eager to talk and do more about racial inequality but struggled to start conversations and effect change, or lacked tools and language to do so. And some, with greater depth of experience and tools, offered useful guidance for how we all might more effectively engage others when talking about racial equity.

Each call surfaced concrete examples of the ways racial bias and barriers impact survivors of color. Participants also spoke about how this was mirrored within their organizations – that advocates and colleagues of color are often disenfranchised, silenced, and tokenized in the work. The calls also provided numerous examples of what advocates can do when talking about, listening to accounts of, witnessing, experiencing, processing, and addressing racial bias and inequity.

**ADVOCATES
OF COLOR
SAID:**

INTERNALLY
[Acknowledge] the weight of white supremacy

- Examine the complexity of privilege

[illegible]

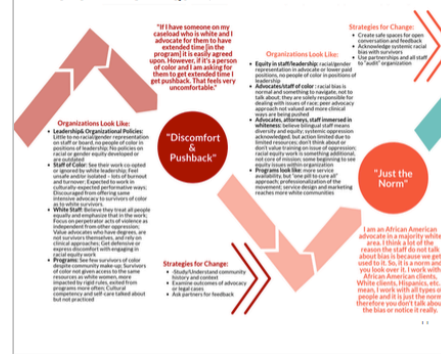
Participants from all Listening Sessions highlighted shocking yet common ways that racial bias shows up for survivors and also manifests within their organizations. Many called for ways to measure and gather data or evidence of the harm that shows up for survivors because of their race, ethnicity, citizenship status, religion, gender identity, sexual orientation, and ability. Some want new skills to tools to help identify, examine, and about disparities. Others asked for evidence that can affirm what is known from experience in order to fuel advocacy efforts and build commonalities across experience.

How Racial Bias Shows Up For Survivors. Some examples...



As one Listening Session participant noted, "We need to do inward and outward work for equity." While some participants shared steps their organizations have taken on the path to embody racial equity, others hadn't thought much about the connection between racial equity and issues in their organizations, some were frustrated or felt stuck in the status quo, and still others felt unsafe and oppressed in their organizations.

HOW DOES YOUR ORGANIZATION ENGAGE IN RACIAL EQUITY?



Speaking, Seeing, Disrupting

Talking About Racial Inequity

How have you practiced both self-examination and self-care when it comes to racism and racial bias in the work?

How could you foster more conversations with survivors about opportunities and barriers they face?

What are your organization's policies, practices, and protocols to address racial disparities for survivors? *Within your organization? Within the DV movement?*

What would you like your organization, community, or state to look like or be doing in 1 year, 5 years, or 10 years?

1. HOW WE TALK ABOUT RACIAL INEQUITY FOR SURVIVORS

Listening Session participants expressed a range of ways that they and their organizations talk about and act (or don't) to address racial inequity for survivors. Not all participants saw racial bias and inequity or had an understanding of what constitutes racial bias and inequity, regardless of their own racial identity and experience. Others acknowledged white privilege and racial inequity in theory, but expressed discomfort or got defensive when talking about how it shows up in real life. Still others were eager to talk and do more about racial inequity but struggled to start conversations and effect change, or lacked tools and language to do so. And some, with greater depth of experience and tools, offered useful guidance for how we all might more effectively engage others when talking about racial equity.

We highlight the insights, guidance and voices of those with a greater depth of experience, in the image below.

Each call surfaced concrete examples of the ways racial bias and barriers impact survivors of color. Participants also spoke about how this was mirrored within their organizations – that advocates and colleagues of color are often disenfranchised, silenced, and tokenized in the work. The calls also provided numerous examples of what advocates can do when talking about, listening to accounts of, witnessing, experiencing, processing, and addressing racial bias and inequity.

On the following page, we offer additional perspectives from participants, as well as some conversation starters and practice tips to help open dialogue and engage in the work for racial equity.

HOW CAN WE SHOW UP FOR SURVIVORS WHEN RACIAL INEQUITY IS PART OF THE CONVERSATION?

ADVOCATES OF COLOR SAID:



Speaking, Seeing, Disrupting

Showing Up in the Work

1 Discomfort & Pushback

0 Just Not the Norm

0 We're in an Awkward Place

0 Mindful & Working At It

- Organizational Structure
- Staff Experiences
- Program Characteristics

3. SHOWING UP IN THE WORK

How do you and your organization "show up" to address racial inequity for survivors as well as for staff of color?

As one Listening Session participant noted, "We need to do inward and outward work for equity." While some participants shared steps their organizations have taken on the path to embody racial equity, others hadn't thought much about the connection between racial equity and issues in their organizations, some were frustrated or felt stuck in the status quo, and still others felt unsafe and oppressed in their organizations.

As another participant noted, there are "stages of engagement" – or a continuum of ways that individuals and organizations engage in racial equity advocacy. In this section, we map four types of engagement, as described by Listening Session participants, based on **Leadership & Organizational Policies** (the state of racial/gender equity within organizational structure and practices), **Staff of Color**** (experiences of inclusion and mutual respect, as well as oppression), **White Staff**** (beliefs & actions that reflect equity as well as bias), and **Programs** (the purpose, scope, and who is served by programs and services).

HOW DOES YOUR ORGANIZATION ENGAGE IN RACIAL EQUITY?



Speaking, Seeing, Disrupting

Doing Our Work

Needs: “Create avenues for conversations with survivors, colleagues, and staff; acknowledge racial bias and difficulty of navigating systems.”

Wisdom: “Do your own work. Do the inward and outward work for equity.”

Innovations: “To what extent and who at every level of an organization is carving out space to allow that wisdom that is generated from partnerships to really infuse the organization.”

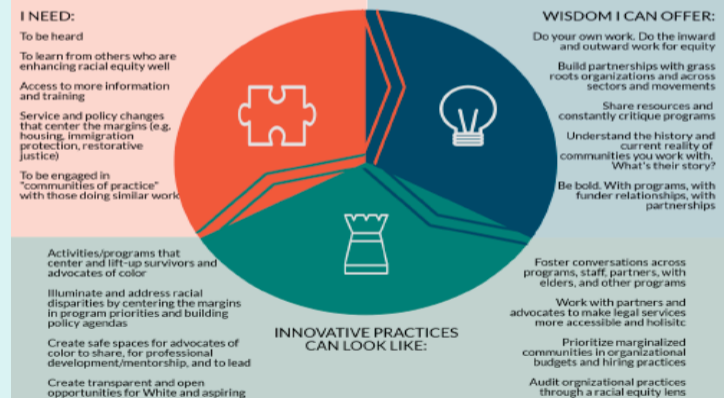
4. DOING OUR WORK: NEEDS, RECOMMENDATIONS, & INNOVATIONS FROM THE FIELD

In the last section, *Showing Up in the Work*, we asked where you would place yourself and your organization along “stages of engagement” in racial equity. This section offers strategies that each Listening Session affinity group identified – advocates of color who also identify as survivors, aspiring ally and attorneys of color stilling working in unique contexts, and coalition economic justice or policy staff who identify as aspiring allies or people of color. These strategies were directed at themselves – to continue learning and advancing racial equity – and well as for others in the field.

What other strategies have you used that have worked well to address racial inequity? What other innovative ideas can you think of that are not listed here?

The suggestions provided by Listening Session affinity groups are listed in full on the following page, but also summarized below. Listening Session participants drew connections between their individual and organizational needs to engage in racial equity as well as to heal from harm, shared their wisdom and offered learning to others in the work, and exchanged a range of inspiring and innovative practices.

See fuller descriptions of some innovative practices Listening Session participants shared in Appendix C.



Creating Organizational Cultures of Equity & Inclusion

Sumayya Coleman

Creating Organizational Cultures of Equity & Inclusion

- the process
- the results
- how to apply it in Kansas
- Questions?

Doing the Internal Work: “You are here”

Lisalyn Jacobs

Speaking, Seeing, Disrupting

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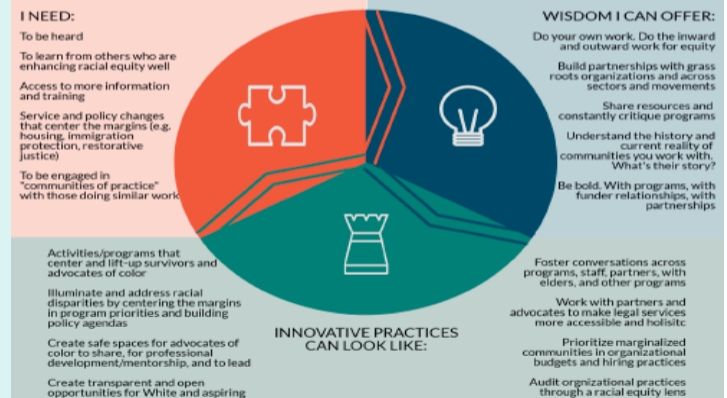
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What other strategies have you used that have worked well to address racial inequity? What other innovative ideas can you think of that are not listed here?

The suggestions provided by Listening Session affinity groups are listed in full on the following page, but also summarized below. Listening Session participants drew connections between their **individual and organizational needs** to engage in racial equity as well as to heal from harm, shared their **wisdom** and **offered learning** to others in the work, and exchanged a range of inspiring and **innovative practices**.

See fuller descriptions of some innovative practices Listening Session participants shared in Appendix C.



So, what are we going to do about it?

Wednesday, July 31st

1:30 - 2:45PM

What are your “how to” questions?

Other questions or challenges you want to share?

Write them on post-its for an open town hall.

4. Connecting the Dots: Equity in Prevention

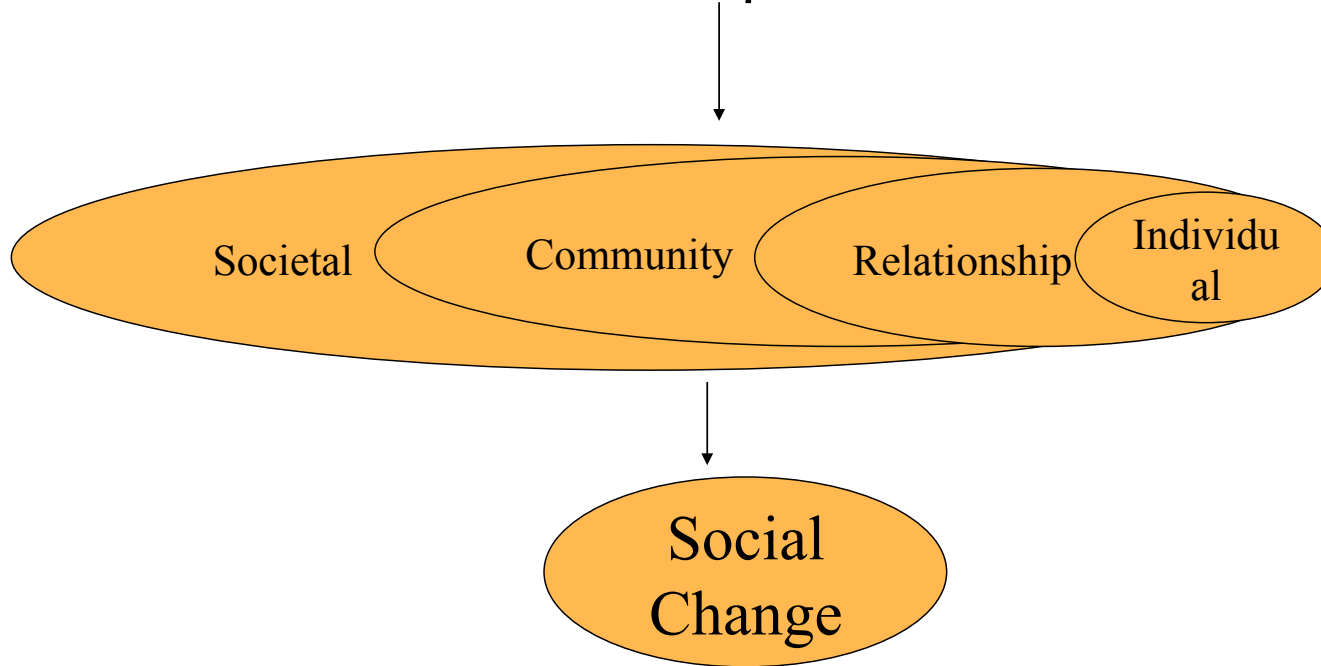
Wednesday, July 31st

9:00 - 10:15AM

- Refining State Plan through an Equity Lens
- Summarize Strategies

The Social Ecological Model

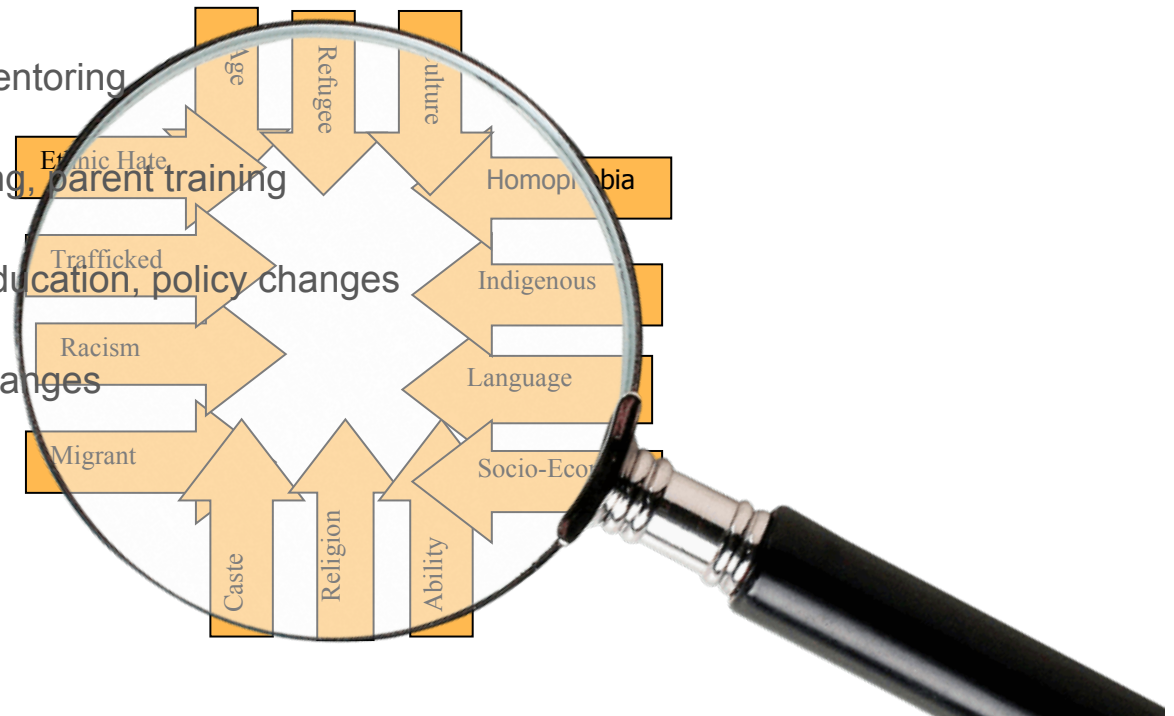
If we work at multiple levels

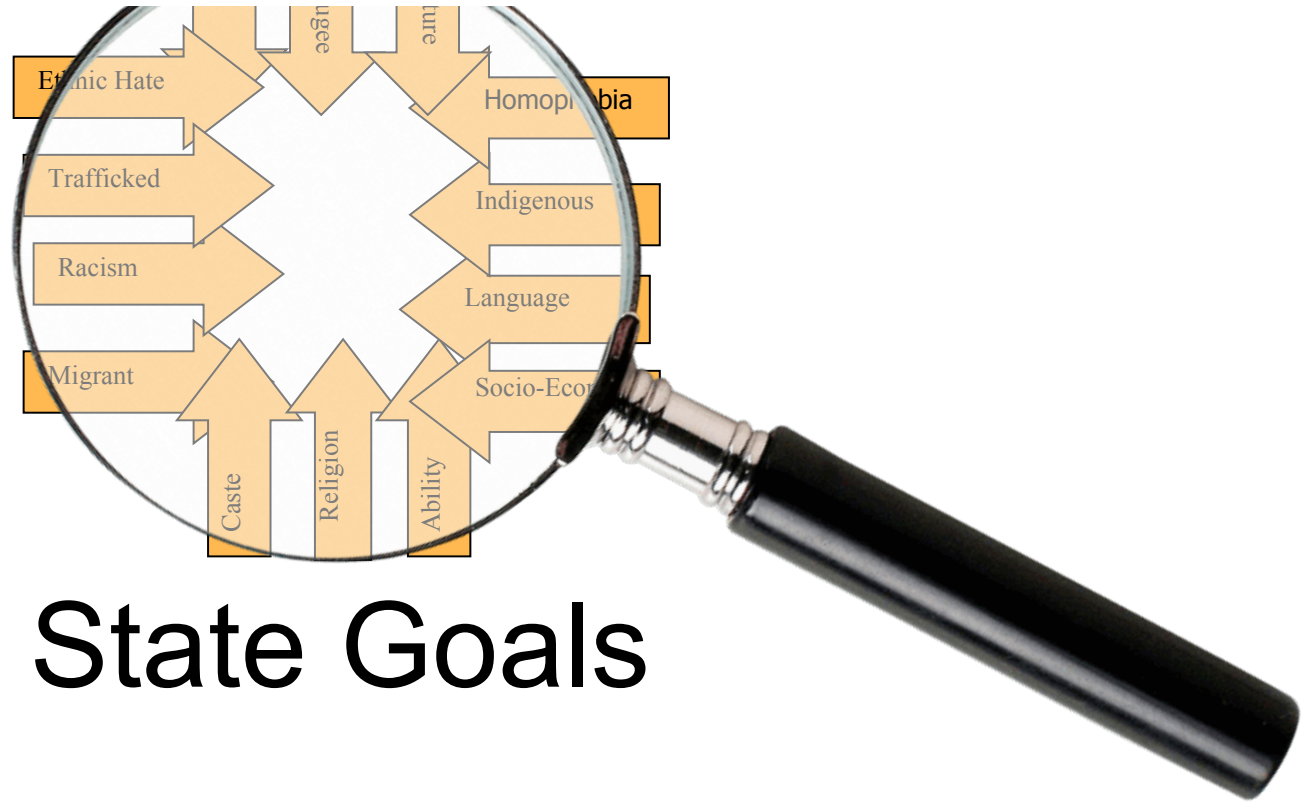


An Example: Thru an Equity Lens

- Examples of a comprehensive prevention approach would include:

- Individual level
 - Curriculums, counseling, mentoring
- Relationship
 - Support programs, mentoring, parent training
- Community
 - Social norms, community education, policy changes
- Societal
 - Media campaigns, policy changes





Refining State Goals

Thru an Equity Lens

Table Work

1. How might this goal/strategies have disparate impact along lines of race, citizenship status, language, class, gender (gender identity), sexual orientation, ability, access, or power?
2. How might you change the goals to either mitigate that disparate impact or to make racial equity and inclusion an intentional feature? (see definitions on opposite page)
3. What would this goal look like if you were to frame it through a racial equity lens?

Table Work Cont'd

4. What would success look like for this goal/strategies? How will I know it when I see it?
5. What's one thing YOU or YOUR PROGRAM/ORGANIZATION can do to help reach this goal (it might align with a currently listed strategy or be something new or different)? Note the ways in which you can mitigate racial disparities, expand inclusion, and/or advance racial equity.

SMARTIE Goals

STRATEGIC | reflects an important dimension of what your organization seeks to accomplish (programmatic or capacity-building priorities).

MEASURABLE | includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities).

AMBITIOUS | challenging enough that achievement would mean significant progress; a “stretch” for the organization.

REALISTIC | not so challenging as to indicate lack of thought about resources or execution; possible to track and worth the time and energy to do so.

TIME-BOUND | includes a clear deadline.

INCLUSIVE | brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that redistributes or shares power. (Source: OpenSource Leadership Strategies)

EQUITABLE | includes an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression.

Goal #1: Decrease social norms that lead to oppression, including male superiority and sexual entitlement

Strategy #1: Identify, develop, and sustain collaborative relationships with organizations throughout the state for the purpose of addressing gender equity.

Strategy #2: Implement parent and family strategies that support healthy relationships.

Strategy #3: Increase policies and programs that support gender equity.

Strategy #4: Implement peer strategies that support healthy relationships.

Strategy #5: Increase youth leadership development.

Strategy #6: Increase mentoring about healthy relationships.

Strategy #7: Implement policies and programs that support empowered bystanders.

Goal #2: Increase equity for people in who experience gender-based oppression

Strategy #1: Identify, develop, and sustain collaborative relationships with organizations to address gender equity.

Strategy #2: Implement parent and family strategies that that are supportive of gender equity.

Strategy #3: Increase policies and programs that are supportive of gender equity.

Strategy #4: Implement peer strategies that support healthy relationships and empowered bystanders.

Strategy #5: Increase youth leadership development that is supportive of gender equity.

Strategy #6: Collect gender equity indicators to improve access to and utilization of data.

Goal #3: Increase the capacity to monitor, evaluate, and improve primary prevention in a data-driven and evidence-based manner

Strategy #1: Enhance collaboration between data collection and analysis entities and the Kansas Sexual and Domestic Violence Primary Prevention Advisory Committee.

Strategy #2: Conduct a data needs analysis.

Strategy #3: Identify and secure resources to support improved data collection, analysis and accessibility.

Strategy #4: Identify and promote policy and legislative supports for data collection, analysis and public accessibility.

Strategy #5: Increase access and use of data to monitor and evaluate primary prevention programming.

Strategy #6: Conduct a statewide assessment of Sexual Assault and Domestic Violence organizations' current prevention work and/or readiness/capacity for prevention.

Strategy #7: Grow the evidence base for primary prevention of sexual assault and domestic violence.

Goal #4: Increase primary prevention efforts at all levels of the social ecological model to prevent sexual and domestic violence.

Strategy #1: Promote community-based programming for primary prevention of sexual and domestic violence.

Strategy #2: Sponsor community-based coalitions that will maintain their stakeholder groups to develop workplans to prevent sexual violence in their communities. (Community/Society)

Strategy #3: Identify and develop resources for community-based efforts to prevent sexual and domestic violence.

Strategy #4: Identify and promote policy and legislative supports for primary prevention of sexual and domestic violence.

Strategy #5: Strengthen strategic partnerships and collaborations at state and local levels.

Strategy #6: Assess statewide and local evaluation capacity and develop action plans.

Strategy #7: Promote asset-building for all children from early ages.

GOAL #5: Decrease unequal burden of risk factors for sexual and domestic violence

Strategy #1: Compile health equity data/data about unequal burden of risk factors for sexual and domestic violence by affected populations (e.g., race, ethnicity, disability status).

Strategy #2: Leverage and grow community partnerships throughout the state for collaboration on sexual and domestic violence prevention efforts.

Strategy #3: Engage affected communities in planning and taking action to prevent sexual and domestic violence.

Strategy #4: Support public policy efforts to reduce health disparities.

Strategy #5: Promote violence prevention within community-based and public policy efforts that seek to reduce health disparities (e.g., economic justice, public health, health for all).

Strategy #6: Invest in community infrastructure (changes to the built environment) to address disparities and prevent sexual violence.

Strategy #7: Leverage and apply for funding to address social determinants of health

Report Back

5. Closing: Making Collective Commitments

Wednesday, July 31st

3:00 - 4:30PM

- Summarize Strategies across both days
- Discussion: Where and how can you commit to racial equity?
- Summary & Close
- KCASDV Closing

Key Takeaways & Themes

Summarizing strategies from across two days

Final Walk-A-Bout

What resonates with you most?

What's one thing you learned or are thinking about now that you weren't before the conference?

Final Discussion & Action Planning

Where and how can you commit to racial equity?

“Personally, I commit to...”

“One internal action (e.g. With staff, board, and volunteers) my organization can/should do is...”

and

“One external action (e.g. With clients, community, and partner organizations) my organization can/should do is...”

“In order to do this, we need...”

Creating an Action Plan (in partnership)

Share back and record commitments

How can KCASDV support your commitments? What do you need from the coalition?

In what ways can WOCN/CSAJ support you going forward?

Putting it all together

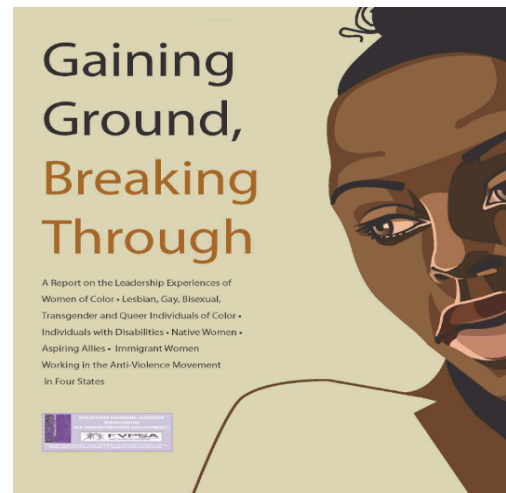
Our Action Plan Is...

Final Reflections & Closing

WOCN Resources



[Economic Policy & Leadership
Field Reports](#)



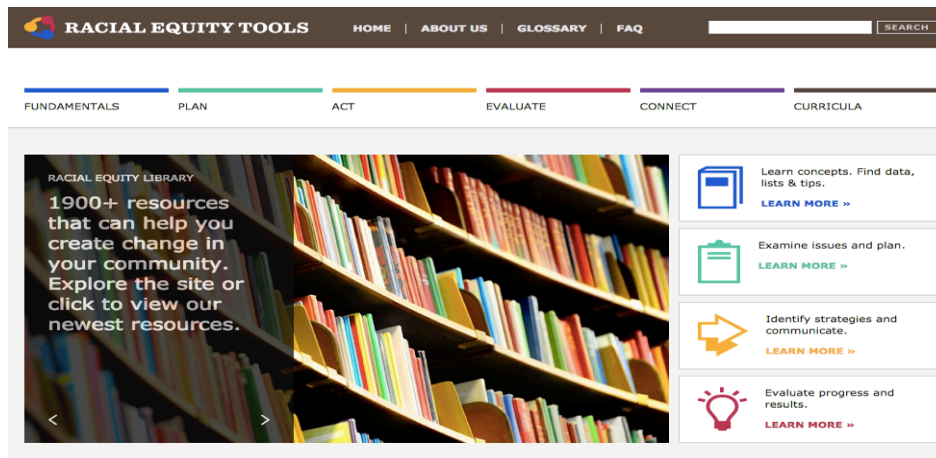
[Gaining Ground, Breaking Through
Leadership Report](#)
(companion report for allies)



[Jagged Justice](#)

Resources

Race Equity Tools



<https://www.racialequitytools.org/home>

Debiasing Tools



<https://implicit.harvard.edu/implicit/langchoice/canada.html>
<http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>
<https://www.raceforward.org/practice/tools>

Resources

Haas Institute



<https://www.racialequitytools.org/home>

Mapping Tools



Opportunity Mapping Issue Brief:
http://kirwaninstitute.osu.edu/wp-content/uploads/2013/09/FINAL_OM_9-5.pdf
Opportunity Communities Project:
<http://kirwaninstitute.osu.edu/researchandstrategicinitiatives/#opportunitycommunities>

Accounting for Economic Security

An Atlas for Direct Service Providers

Mapping the Terrain

1. Economic hardship and poverty constrain survivors' options for safety
2. The economic impact of violence ripples throughout survivors' lives
3. Systemic barriers impede survivors' access to economic stability
4. Social inequality restricts survivors' options for economic security and safety

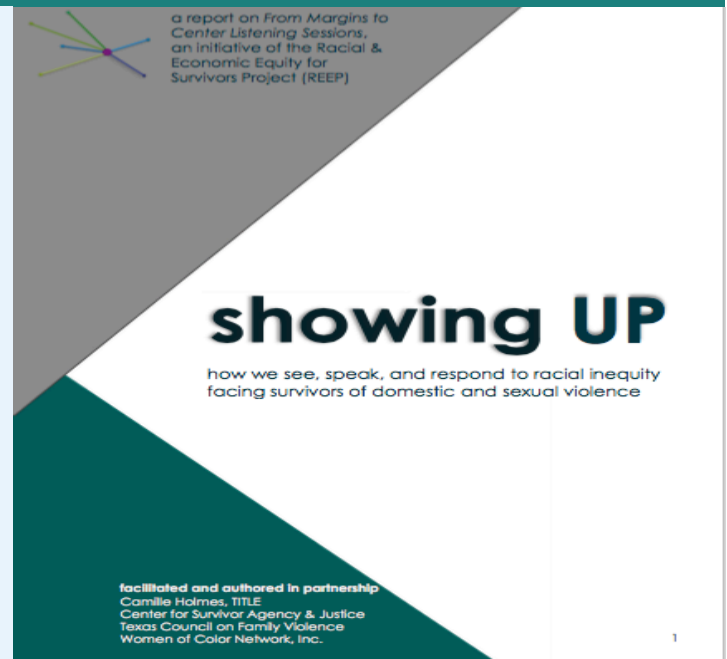
[Download](#)



Listening Sessions & Report

Purpose is to dialogue-back with Listening Session conversations in order to aid self-reflection, challenge dominant narratives, support improved data collection and analysis, and to begin, continue, or advance conversations and work toward racial equity for domestic and sexual violence survivors and for all of us.

[DOWNLOAD](#)



CSAJ's Guidebook

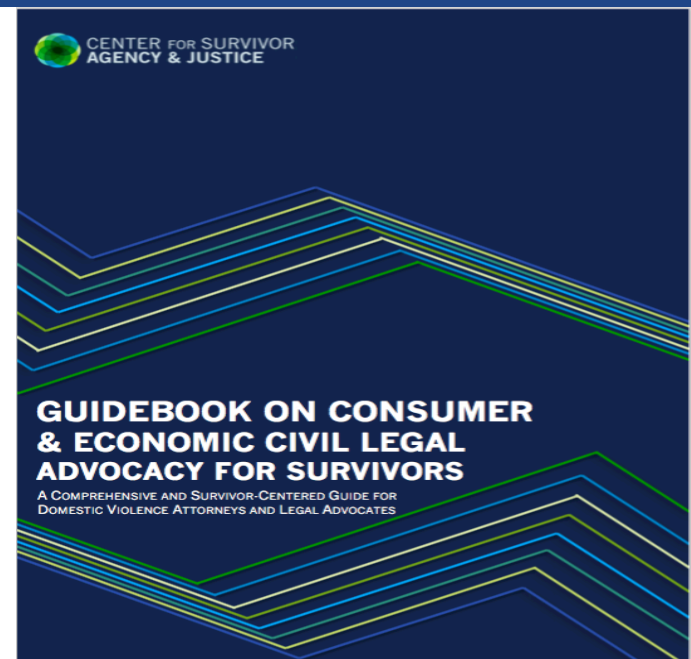
Guidebook on Consumer & Economic Civil Legal Advocacy for Survivors

A comprehensive and survivor-centered guide for domestic violence advocates and attorneys

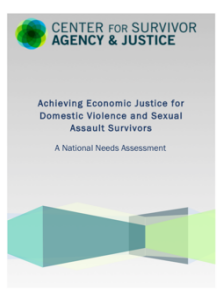
Chapters Include:

- Credit reporting and repair
- Debt collections and defense
- Bankruptcy and foreclosure
- Federal tax advocacy
- Economic relief in civil protection orders
- Economic issues in family law
- Barriers in civil court
- Rights and protections: housing and employment

<https://csaj.org/Guidebook>



Resources



[CSAJ's National Needs Assessment Report](#)



[Economic Ripple Effect DV Report Article](#)



[CSAJ's Pilot Site Report](#)



[CSAJ's Assessment Tool for Attorneys & Advocates](#)

 [CSAJ's Resource Library](#)

 [Past webinars on consumer issues](#)

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