Move to End Violence Cohort 2 Convening 2 Notes Packet
Airlie Center
June 3-7, 2013


Cohort 2 Member Monique Hoeflinger gave birth to Karina Margaret Hoeflinger Sammer on May 30, and was therefore not in attendance. Welcome, Karina!

This notes packet is intended to serve as light documentation of our week together. It does not attempt to capture all of the discussions, but instead serve as a reminder of the activities we did together and the big ideas that were discussed and shared. We did our best to capture the key concepts and ideas that were communicated. If you find any inaccuracies or would like to make any clarifications, please email Emily at enapalo@rabengroup.com.

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DAY 1: MONDAY, JUNE 3

Grounding/Centering
I came here from...
I left behind...
I hope to take with me...

- Themes of transition and change

Orientation
Overview and review of Program, including 10-year arc, work of different cohorts, work of this week, NoVo participation, documentation, evaluation, daily convener role, and logistics.

- For a video recording of this presentation, please click here.
- Work of this week:
  1. Engage with Cohort 1’s vision for a changed world and locate the areas of resonance.
  2. Build a deeper shared understanding of the current movement landscape and how it supports or impedes advancing long-term social change in service of the vision.
  3. Begin to imagine new social change models and trends/patterns/shifts that you may be able to take advantage of in the next 10 years.
  4. Cultivate a practice of authentic engagement with each other: awareness, curiosity, invitation, naming tensions, and staying present

- Key charts from the Orientation session:
An overview of Move to End Violence’s 10-year arc.

Culture Setting & Group Agreements
Maura asked the group not to make rules for how to be here – but what can we identify will get in our way, and what do we proactively want to build in?

WHAT GETS IN THE WAY?

- Kinds of relationships in room and positional power structures; relationship with funders makes it difficult to speak our truths. Let’s make sure we don’t allow that to get in the way.
- We are in competition with each other for funding.
- Not enough time for turnaround or for self-care
- Judgment of each other
- We’re in a bubble/vacuum -- not processing in the moment how we’re taking away things
- Appreciate binders -- but they are hard to fit into luggage -- do we need iPads??
- Values alignment and diversity of views
- Who we are representing
- Language:
  o What do we mean by movement? It might mean something different to each of us.
  o Language: Some of the terms are alienating/clouding/isolating and/or inaccessible.
- Scheduling evening time is disrespectful
Graphic recordings depicting what gets in the way of being able to do this work, and what can we build in to counter those impediments?

WHAT DO WE WANT TO BUILD IN?

- Invitation to speak our truths -- work on the edge of risk (especially with funders). Ensure we do specific work. Hold ourselves accountable to survivors, rather than funders.
- Build in plenty of lead-time
- Assumption of positive intent
- More natural breaks where we talk about how to take things back
- Helpful to know who we’re representing -- but be clear about when you’re speaking from your organization
- Bring forth our values in ways other than words and concepts
- Plainer, more accessible language; less jargon
- Can we have trust, openness, and faith in the work of C1 -- we may disagree with them, but we need to honor their work and their wisdom. We’re allowed to disagree but that doesn’t mean we’ll disrespect it.

As we move forward, we’ll continue to reflect on the process -- very practical. Is our process in service of our outcomes and our ultimate purpose?

Visioning and Future Travel

Travel to the future by envisioning a cover story on your work and running into someone at the airport in 10 years.
About to catch flights – and running into MEV cohort colleagues 10 years from now!

On the Newsstand in 10 years:

- Kids “Act Up” to Stop Gender Violence in USA
- Women Take the Pentagon
- The Economist: Disrupted Violence
- Safety for all in TX
- Majority of Women in Congress
- Kids on the Edge: The Rise and Support of Resiliency
- Hyde amendment repealed; women’s bodies off limit to Feds
- Youth Drive Community Change
- Seamless Resettlement Process Safely Connects Women and Girls All over the World
- Native Men Restore their Traditional Roles as Protectors and Work to End Violence Against Women and Girls
- 5 Million New Immigrant Voters in CA; Entire Country Sees Change at the Polls
- Domestic and Reproductive Labor Standards now the key indicators of workforce development with new economic index to replace GDP
- Building Safe Homes and Communities
- The Leadership of the Movement has changed!
- Sports Illustrated Special Edition: Men Stepping Up and Speaking Out
- Neither Broken or Perfect, but Human
- Making the Invisible Visible: New Face of Leadership

For the magazine cover stories from this exercise, please click [here](#).
Key concepts from Cohort 2’s vision and “future travel” exercise

Visioning – cont.
Aimee told the story of how Cohort 1 developed the vision wheel and vision statement and were then challenged to share this externally. Small group interactions with the vision wheel and statement, sharing out areas of resonance.

Visual depictions of the core concepts within the Cohort 1 Move to End Violence Vision Statement.
Small Group Reflections on Vision Wheel & Statement

Cristy, Annika, Nicole, Klarissa, Andrea
- Interconnected
- Love, heart, being able to question
  - Andrea’s organization comes from a place of love; many of us don’t have that opportunity
  - Wondering whether we can get there as a cohort
  - Love is not about glossing over stuff, but it’s about having critical conversations from a place of trust and honesty
  - Love happened so quickly within our Rockwood groups -- the environment allowed us to do that deep work; maybe because we didn’t have to work on a product -- it was about ourselves and our relationship with leaders
  - Easy to come from a critical place
  - Deep questions due to lack of context (were you thinking about immigrants when you said “land”?)
- Use of the word “we” -- who is “we”?
  - “We stand together with those who are oppressed” -- does that mean that the “we” is not oppressed? Does it speak to men and boys?

Kelly, Marcia, Eesha, Debbie, Jodeen
- Hopeful and beautiful
- Building the agency of the most vulnerable -- that’s how we should judge our success
  - Opened space for who we are talking about, timing and prioritizing
- Need for structural/institutional change
- Missing piece of historical analysis -- we want to know whether it was discussed
  - What is the depth and scope of political intent in the mission?
  - A bridge towards strategy
  - Who is this vision for? What’s the purpose behind it? (What was the POP?!)?

Archi, Anu, Heidi, Lovisa
- Lively discussion
- Feel strongly that the “most vulnerable” is important within the MEV context
- “Even in the face of resistance”
- “Human dignity” and positive frame
- Longer portions of the text: very powerful and bold. That boldness doesn’t come through in the short statement of the vision. Wish that the power and brilliance of the full document came through in the summary paragraph.
- “Keeping danger out”
- Just starting to turn to the wheel… didn’t complete that discussion
- A few things that were objectionable in the mission:
  - Tortured yet vague

Tony, Trina, Sandra, Scheherazade
- Struggled with the fact that so many aspects of the Vision Wheel are so far away from being achieved (valued, protected, enough for everyone…)
  - Survivors are seen as a nuisance
  - Disheartening
- "In this vision we stand together with those who are oppressed" which means that "we are not oppressed" -- some superiority comes through
- "ALL girls and women" -- all is so important (ACTM says “all”)
- "We all have a role" -- lots of people don’t have access to have a role
- 10 Year Horizon question:
  - Equality within this field/movement
  - Different faces of leadership is a must
  - When the leadership shifts, we’ll see a shift towards demographics of abuse rates

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**Self-Care**

*Introduction to self-care as it is practiced in Move to End Violence.*

**Context**

- Many of you will get SSI in your town soon! It is optional
- We have a drought/drown relationship with self-care in the modern era, especially in American culture
  - Connected to marketing/commodification of self-care
  - Happens in opposition to work
  - Tend to run ourselves out and then enter into a “self-care mode”
    - Secret is to break that relationship with our own self-care
- Norma shared her own personal history – her story of running for office and hiding cancer/chemo from coworkers

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*Graphic recording documenting Cohort 2’s areas of resonance with the Vision offered by Cohort 1.*
● How to be a continuous flame -- not a roman candle. If we keep on burning people out, we’ll lose the biggest resource any movement has: human quotient.
● We take care of our families/cars better than we take care of ourselves.
● Shift mindset
  ○ Self-care is not an absence of work
  ○ It’s about caring for yourself in the context of the work that you do.
  ○ Can’t talk about it today and then postpone it tomorrow (save it for when I have time)
● We don’t give you assignments over meals
  ○ It’s a small thing, but when they add up -- we take care of ourselves

Forward Stance
Introduction to the mind-body technology of Forward Stance.

Norma demonstrated key aspects of Forward Stance, including a 60/40 stance and the value of low, slow, steady breath without resistance.

Exercise: in partners, have one person demonstrate high and shallow vs. low and slow breathing. Second person places hand on breather’s shoulder and pushes to one side.
  ● When breathing low and slow:
    ○ Was able to use his push to stabilize me
    ○ Felt in my zone

Exercise: in partners, have one person demonstrate low and slow with resistance vs. no resistance. Second person places hand on breather’s shoulder and pushes to one side.
  ● Paradox: less resistance means I can use more core strength
  ● The harder she pushes, the softer I get
  ● Wasn’t expending energy, but I was just as strong when I was soft

Tai Ji is an extension of forward stance that borrows from traditional Tai Ji. Shortened and simplified form used in movement building contexts.

Vision, Cont. in Evening
Beckie and Aimee joined Cohort 2 to talk about the creation of the vision, then opened it up for a conversation.

Beckie
- Sensed excitement
- As Cohort 1, we are making a humble offering
- Engaging other communities with vision
  - Beckie is hearing very similar things in the field to what C2 said this afternoon
  - Building the power at margins -- especially at the intersections
  - Called upon to bring this work to the “center”
- Hit our stride as we ended. Encourage you to connect as human beings. Excited for what we’re going to do next.

Aimee
- Has also facilitated a bunch of conversations in Massachusetts -- again, very similar to the content of this afternoon. The vision is fodder to see where we are and see what’s what.
- Let go of the tactical pieces -- just dream/vision.
- Vision wheel doesn’t convey the power of creating the vision (its creation process/story).
- What does it mean that we can create that stuff in our lifetime?
- Lots of conversations about lack of resources at the margins
- She doesn’t use the introductory paragraph
  - Uses graphic, framing, movement shifts (pivots)
- Think of this as an inheritance -- what are the through lines that we’re in this for?

Maura: opening it up...
- It’s freeing to know that you’re leaving behind the things that you don’t feel comfortable with
- How would you describe who the audience who you were writing for?
  - Tarrytown audience
  - Imagined this as a working document -- we wanted to be precise while we still were flowing
- What does alignment mean? Does it mean unison? Is there a need for a revised version?
  - Beckie: that’s partly for you to figure out!
  - Maura: take up the invitation to have those conversations in this room
  - We want to know what the entirety of the feedback is -- so that we can modify to fit our communities
  - Kristen: intention was that the first cohort would do a
long-term vision. Let it be something that you bounce off of, rather than THE vision. What can you say are the things that guide you (and that you want to be guided by) -- to get to the next steps (analysis/strategy). That’s where you were starting to go -- analysis and articulation of the problem.

- Not sure how crucial the tool is -- to what extent do we need license to work on the vision
- Once we get into strategy, it will be clear to us what we need to do with the vision (or whether we don’t!)

**Norma:** move on from structural conversation

- I heard your visions for 10 years -- you were echoing off of Cohort 1’s vision, but not in those words
- To move forward with strategy, where does the group have places where you can coalesce with respect to a vision
- Push: are these the areas of resonance? Or, were you just being polite?

**What are you hearing elsewhere -- tensions or resonance?**

- Beckie: building power of margins resonates a lot.
  - Example of “reference man” outside of Los Alamos for radiation exposure -- should be a pregnant woman of color, not a healthy man in his 30s
  - Example of W. Buffett investment strategy
  - Example of having to target moderate-conservative seniors to grow strength of our constituency (domestic workers). Do we have alignment around whether we invest in people who aren’t our constituency
  - In our work around kids who’ve been traumatized are the “throw away” kids. Want to hold up data about “adverse cases” -- but they aren’t the poster child (?) How much do we picture the last girl vs. the general public? BUT our intent is to go over the last girl

- Don’t know what we mean when we say “most vulnerable communities.”
  - Is it more important to name those communities, or the systems that create the impact on communities
  - Let’s have alignment around the root causes

**Really appreciate about this group is that by being together in and of itself is a strategy -- we are networked allies**

- I’m being challenged by language that I’m hearing. Not sure what we mean by “The Center,” not sure I’m feeling the need to engage communities on the margin/definitely not men in the mainstream. Tired of engaging them when what we really need to do is build leadership out of those communities. In this room AA, Latinos, Indigenous people are the marginalized groups here. Stuck in a white Eurocentric mindset of what a leader is. Clear measurement for me is the disproportionate levels of violence against women of color... What space are we creating to purposefully build leadership? What are you willing to give up?
  - Have also been struggling with this -- those who have experienced it aren’t here. How can we translate data, when what we really need to do is hear/learn from their experiences? Asking the same question: “Who is we?” “Who are they?”
  - Appreciation. Don’t feel defensive, feel excited. I struggle with feeling like I was giving my life to investment to building leadership with those communities; struggling with the fact that this isn’t enough. We lose when we do just that. The scale we figured out how to do leadership development -- aren’t getting the power we need. How can we experiment with the scale at which we can do this work, and turn towards other
opportunities that have power and hopefully move them (as leaders)? I’m invested in using their power in service of the people I care most about.

- Observation -- are there a few different conversations going on?
  - History of DV/BWM -- frustration with mainstream
  - Bigger movement that isn’t only about DV -- but Immigration, DWR
- Would we all say the same things? Do we all agree?
  - I wouldn’t agree and I don’t want to get into the contest. I feel identified with the idea of the most vulnerable -- I don’t like the hierarchy of vulnerability that it implies ... don’t like us/them, we/they. Since we don’t agree, it’s not a game stopper
  - That’s why it comes back to root causes piece.
- There’s another layer about systems (economic powers) that are strategic in continuing the inequities. That’s where I want to know if we have alignment.
- Don’t know how to have the conversation without talking about men and boys
- We’d be having a totally different conversation if we had 5 AA, 5 Native, 5 Latina women in this room, it would be totally different. This room represents far too many rooms where we don’t have the right representation.

Closing questions -- what are you eager to answer together:

- How can we fight to end violence against women and girls and men and boys?
- Where do we need to have alignment in order to end GBV?
- Hear more about engaging men -- what are our thoughts and intentions?
- In order to get to that place of alignment, are we ready to hold up a mirror to the current leadership and movement we are in?
- BM: Every meeting has the right people here. You are the right people and I’m excited for your journey.
- ATA: appreciation.
- How can we take more risks and be less afraid? Ask for less permission?
- What can we do to learn more about how we relate to each other in this room and in the work?
- Can we know more about each other as individual human beings?
• Is this a safe place to dive deeper and be honest with our truths?
• Want to talk more about engaging men and what that means for W&G
• Want to call when things aren’t making sense
• How can we have a conversation that focuses on the root causes and looks at economic and political systems of oppression?
• Felt like I was in a fog... is there a way to speak/hear with more clarity/specificity
• I wonder how we have a conversation about who’s missing in the room that is broader than the conversation we had -- there’s more there.
• Personal/Individual: how to take today (incredibly rich and complex) and process it and come back tomorrow and not feel disappointed that we glossed over it. Want to bring it all in without derailing the agenda?
• Appreciative of listening and asking and stretching that people are doing.
• If we look at systems and institutions that are oppressive, is that a valuable way of shifting the conversations?

**DAY 2: TUESDAY, JUNE 4**

Tai Ji: Steps 10 and 1
*Norma led the group through the first step (clean cut) and the final step (set), so that the group could practice transitioning from the end to the beginning, which includes a turn.*

**Reflections on Yesterday**
*A chance to surface what folks were sitting with since the previous evening.*

• Rich, but unfinished: race, class, gender, sexuality -- how to settle in a large group
• Missing API women in conversation last night -- questioning why I didn’t feel comfortable speaking up / felt risky
• Need conversations about who has power -- if we can’t have them here, there’s no way we can have them in the world
• Want to create the culture in a group that allows us participate in essential conversations
• Important moment in our formation: what space do we create?
• Struggling with silence of faculty/staff -- feeling untethered process-wise
  ○ Silence of faculty can be misinterpreted
• Assessing my own demographics
• Struggling with pushing through despite energy, timing, etc.; how we do things matters
• Appreciative for emotional honesty
• Exasperation -- not sure what we’re trying to accomplish; can’t have safe space with video camera
• Hopeful -- we have chance for through-line
• Questions that I need an answer to:
  ○ What’s the difference between MEV and women’s movement?
  ○ Let’s talk about men and boys, are we avoiding that?
  ○ Who is the “we” we are representing?
  ○ What do we mean by “girls and women”?
• Felt fired up: this is why I’m here
• Last night conversation -- we stepped up with ownership; until then, we were responding
• Earnestness for human connections
Check on agenda

*Heidi (Daily Convener) and Maura talked through decision to hold off on the essential dialogues until later in the afternoon to allow cohort to share some of who they are/where they come from/their perspectives through the mapping exercises (and potentially build some trust) before going to those hard conversations.*

- Naming the questions that have been put out there so far:
  - Group Agreements
    - Is this a safe space to go deeper?
    - How might we take more risks? Ask less for permission?
    - How can we learn more about how we relate to one another? Both in the room and in the work.
    - Can we speak with more clarity?
    - Who are we/they?
  - Social Change
    - What kind of alignment do we need to move forward?
    - How do we have the conversation about systems, especially political and economic systems?
    - Are we willing to hold up a mirror to the current movement?
    - Who is missing from this room? Who would help us go deeper?
    - What is the relationship between the feminist movement and Move the End Violence?

Strategic Thinking

*Introduction to Strategic Thinking. Review of Strategy Definition Card (movement and action in time and space) and Forward Stance Strategic Frame Card.*

Dichotomy of approaches:
1. Retreat (run faster, buy more time)
2. Frontal assault (you’ll only win if you catch the other side by surprise or if you have 10 times power as other side)

Leader: find some people to go and do it
Warrior: do it myself
Strategist: what’s the best choice to make, think in terms of choices

Review the Forward Stance Frame for strategic thinking and strategy
- Make choices in relationship to others
- Spaciousness is required
- Ready, set, go -- but many times, we say “Go! Oh wait I need to set. Am I ready?”
  - We’ll always meet each other at the right moment if we are both in forward stance
- Can you make the best choices at the moment for a forward trajectory?

**Strategic thinking is to be seeing, considering, and acting in ways that would be**
- aware of and able to anticipate impacts and consequences;
- open to multiple possibilities; **and**
● able to make timely choices.

The “AND” is critical -- you must do all three.

Questions:
● How to differentiate the times we need to play those different roles; how do we approach those questions?
  ○ When you need to inspire, you need to take a leadership role
  ○ When you need to make choices, you need a strategist -- she will make her choices differently than a leader. Strategists will look at positioning; if we need to get somewhere, what do we need to position ourselves to do in order to get there?
● In those different roles, strategists are thinking about leverage and leaders are thinking about accountability.
  ○ Yes -- leader may be taking more into consideration. What will I need to do to rally this group of people? Strategist will take that as one element that needs to be taken into consideration. We need to rally people towards an end.
● Is seeing opportunity part of it?
  ○ Yes: anticipating or exploiting opportunities -- being able to predict it, see it, and then take advantage of it
  ○ Calamities that civilization recovers from because they have seen the opportunity and made a change (cold-blooded: tornado wipes out a school)
  ○ NW: need to bring in your moral compass -- part of your heart that knows that even if this is the opportunity, it would tear people apart. Need to know that the opposition won’t take advantage of the opportunity.
  ○ Every opportunity can also be a trap
● Can being strategic create an emotional contradiction?
  ○ NW: if you need to disconnect, you might not be a natural strategist. It’s not about having one or the other, it’s about how you begin
  ○ Left thumb over right thumb: tendency is to lead from how you feel
    Right thumb over left thumb: tendency is to lead from what I think
  ○ Awareness happens when you step back
● There are some things that I can't separate my heart from; can't have the objectivity. How do I manage that?
  ○ Step out and come back (even just take a few breaths)
  ○ Norma: next time we meet, ask me to tell you my MSG story

Experiment with these core principles
● Are there opportunities here that we’re not seeing?
● Are we in a structure without agility to move? If so, by definition you cannot be strategic.

Mapping: Internal

Engage with the data from organizational mapping exercises, and work in small groups to discuss strengths, challenges, and opportunities. The initial data collected by Cohort 2 from their organizations is available here.

When you hear “movement,” what comes to mind?
● Change
Synergy
Lots of people marching
Roles: communications, grassroots,
Messy
Money -- raising it
Measurable symbols of change
Shared analysis of problem and how to change it
Sense of being part of something bigger, sense of belonging/bigness
Rage, emotion, passion
Leadership
Goals -- though recent years we have seen movements without clear goals

Why do we do mapping? What’s the value?
What’s still standing and functioning so you know what’s there and what’s not there.
Picture -- so you can see and visualize it
Situate yourself within the context
Build a shared understanding of what exists
Helps you see assets
Foundational for strategy
Helps you see where you’re going
Know what you don’t know -- see where the gaps are
Understand WHAT IS and HOW TO MOVE IT (thinking like an organizer)

Mapping sets us up for strategy. Let’s get a hold on what IS -- especially from our different perspectives.

What happened when you did the mapping?
Surprised we could name so few organizations
Found it depressing -- lots of social service providers, and saw lots of work ahead
Hard time coming up with organizers and innovators -- but could do it for other fields (that was sad for us)
Got stuck in a conversation about whether a movement existed or not (lots of resonance)
For many funders, investing in violence issues means criminal justice -- means that the issue is getting exported
Limitations of funding (can’t access streams for kids, so we compete with advocacy work); wrestle with the question of the appropriate funding stream -- how can they pursue resources and have integrity
Our work isn’t always understood as ending violence against girls and women -- so let’s map the movement that we think is necessary

Gallery walk! What did people represent? How? Get curious!
Carry the current social justice questions through...
What kind of alignment do we need to move forward?
How do we have the conversation about systems, especially political and economic systems?
Are we willing to hold up a mirror to the current movement?
Who is missing from this room? Who would help us go deeper?
What is the relationship between the feminist movement and Move the End Violence?
Gallery Walk -- Debrief

● Reflections
  ○ Only saw faith based groups mentioned in international; also saw relationship between our organizations and the intertwining with human service providers
  ○ Noticed a lot of funders are listed as key players
  ○ Community is far from different parts of the work, faith based community/culture would have to be involved/at the center -- in different maps I saw them on the map
  ○ Everyone came from a different place: issue vs. task vs. institution; appreciated the power analysis
  ○ Saw that some put orgs at the center, while others didn’t... interesting to see implications for the rest of the maps
  ○ Role of orgs that work on economic justice, housing, reproductive justice... seeing them as separate/different is counter-intuitive because of root causes to violence and possible solutions... contribute to missed opportunities
  ○ Wondering what NoVo’s vantage point would look like... encourage Puja and all others to take 5-10 minutes

● Questions
  ○ Interesting that CSA was part of the movement to end violence against girls and women. It would be interesting to know which other pieces feel like they are part of the movement but also predominately exist somewhere else.

Wiggly Fingers Exercise – Aimee and Kristen had the group wiggle their fingers in front of their faces, then outstretch arms, then move arms to the side, then focus on the distance and bring wiggly fingers back in front of their faces!

● Defenseless when they were out
● After going big and coming back, it was easier to see the whole room
● Took more energy and focus to see the big picture (blurred vision, required energy/focus)
● Making the connection to mapping: open view is mapping
  ○ Trees in the forest
  ○ When we did mapping, we were focused on our organization and lost sight of the broader movement (and vice versa)
  ○ Can be a sense of disorientation in mapping
  ○ Difference between organizational to movement-level
  ○ Hard to see how everything fits together -- intersections are messy and overlapping
  ○ Awareness -- including emotion. Let’s hold ourselves in an observational place

Hearing from the Mapping Working Group -- reflections

● Aimee: methodology: took the worksheets and created compiled massive lists of all the answers. Working group took on sorting, grouping, coding the lists. Yay Debbie, Jodeen, Sandra!
● Sandra
  ○ I do mapping on specific issues in closed systems. Wanted to learn more about other groups’ work.
  ○ Looked at lists and identify what was at the top -- how I categorized things is informed by who I am.
  ○ Innovative services -- understanding came from work before ACLU
● Jodeen
○ Two things to geek out about: relationships and winning! Mapping is a tool to understand relationships that will allow us to develop a strategy to help us win!
○ So much of the sector is unfamiliar to me; felt like a way to understand and learn more
○ Map helps me feel grounded
○ Appreciative of KZ and ATA’s holding of the space -- and if I had more bandwidth to take it on, that would have been well received.
○ Question for staff: how much do they see themselves as staff for our cohort? As we assess our own bandwidth, can we think about their roles as staff for this cohort? That played out in the mapping.

● Debbie
  ○ Share the enthusiasm
  ○ Constantly amazed by the movement -- and who feels part of the movement. I can’t imagine not feeling part of the movement
  ○ Want to know vision/challenges of all the different groupings
  ○ Grounds us in purpose

Explanations of framework
  ● Many ways to slice -- how do we create categories
  ● Purpose, Action/Strategies, People, Structures/Systems

Small Group Report Outs
Annika, Heidi, Kelly, Marcia, Jackie: Purposes/Issues
  ● Strengths
    ○ Reflected the lifespan: children, adults, lifespan
    ○ Reflected a range of issues/work, though DV had a large prevalence
    ○ Allies have a lot that we could learn from
  ● Challenges:
    ○ Lack of political, economic analysis that reflects the New America (not your Mama’s analysis)
    ○ Fear in our movement to have political/economic conversations
    ○ Work is happening in silos
      ■ Systems perpetuate the siloed work
    ○ More reactive than proactive
    ○ Might feel resistance
  ● Opportunity
    ○ To build critical mass
    ○ To have an intersectional analysis that is more contemporary that reflects a New America, which includes a gender analysis
    ○ We can change paradigms
    ○ We can learn from our allies (who? repro rights, human rights, food justice) and build collective language
  ● Reflections
    ○ A lot of overlap between the different buckets
Debbie, Trina, Puja, Andrea: rebelled against picking one map 😊

- **Strengths**
  - Infrastructure that supports services -- lots of national and state organizations, even if there isn’t clarity about what they do (there is a mechanism)
  - Lots of dedication to systems change (police, courts, health care) -- first work was very criminal justice oriented
  - Language to talk about issue
  - Pockets of innovation in community engagement and cross sector organizing
  - Mastery and specialized expertise

- **Challenge**
  - Criminal Justice
  - Jargon
  - More focus on prevention strategies
  - Men need to be more involved in solutions (is it a lack of invitation, or not enough men stepping up?)
  - No new perpetrator intervention strategies (public education, social norms) -- related to community accountability strategies
  - Government funding that stifles creativity -- needs to be more private funding and community support
  - Don’t name patriarchy and sexism as much as we should

- **Opportunities**
  - Alternatives to Criminal Justice: restorative justice with teens/youth; utilize the criminal justice system as needed
  - Diversify funding (in addition to government funding)
  - Multiple entry points for how people can come into this movement
  - Convergence of issues -- housing rights are same as our people
  - Key political moment: immigrant reform, rape in the military
  - Focus on childhood trauma and abuse as an intervention and prevention strategy
  - Opportunity to show up in other policy campaigns: need to see “their” work as “our” work
  - Potential base of all the people who have been affected by the issue and could be talking about it. They are a base (statistically), they just don’t consider themselves a base

Eesha, Jodeen, Nicole, Tony, Lovisa

- **Strengths**
  - Passion and dedication
  - Multitudes
  - Strong political analysis and roots -- elders
  - Human and social services arena as a broad reach
  - Specialized services (connected to other blues following)

- **Challenge**
  - Specialized services sometimes don’t recognize power differentials, and this results in silos
  - What is movement, what is vision?
  - How does systems change happen?
  - Overemphasis on service

- **Opportunities**
- Service provides an existing infrastructure
- Healing includes men and boys
- Connect with hope and healing

- Questions
  - Intentional about queer and trans
  - Violence happens in patriarchal structures but not necessarily in traditional gender roles

Archi, Klarissa, Sandra, and Cristy: strategies, but it’s about people...

- Strengths
  - Presence of community driven social change work
  - Recommendations for policy change

- Challenges
  - Supporting survivor leadership -- actually doing that is a challenge
  - Higher value is currently placed on professionalism -- not survivors
  - Tokenization of survivors
  - Exclusion on non-survivor or non-professional participation -- ALL people who need to see themselves as being affected by violence against girls and women
  - Lack of media strategy
  - Professionals are assumed not to be survivors; Survivors are presumed not to have advocacy capacity

- Opportunities
  - Strong direct service presence
  - Strength of community driven work (but it’s invisible and buried)
  - Learning from other movements -- articulate and build on intersections

- Reflections/Questions
  - Should communities be at bottom? Should national stuff be at top?
  - Community-DRIVEN work and strategies
  - Our identity (survivors, degree-holders, etc.) is central to all of this
  - Direct service is an action not a community. We want a map with community at the center.

Final thoughts
- At some point, we need more shared understanding about how systems change happens:
  - capture thinking about how systems change happens
- Tomorrow: reflect back under tapped assets
Graphic recording of internal movement strengths, challenges, and opportunities.

**Essential Movement Conversations / Butterfly Garden Discussion**

*A practice in essential movement conversations – recalling practices from Rockwood and each answering “Who are my people?”*

- Building on
  - Rockwood courageous conversations
  - Conversations you have every day
  - Truth-telling and holding complexity -- not about either/or thinking
  - Stretching to another way of thinking -- hold complexity of what’s in this room

Possibilities for conversations we can have:
- Engaging men and boys // gender -- there’s a lot in that: rich and relevant
- Depth and scope of our political intentions: what does it mean to engage structures and systems?
- What’s relationship between anti-violence movement/MEV and women’s movement?
- Power and identity issues -- not your mama’s intersectionality
  - Leadership dynamics in movement: who has authority and positional power? How could we shift this?
  - Who is in room and who is missing from room? Can we go deeper with this?
  - What parts of YOU are here and missing?
  - In what ways do we have/don’t have access to our full selves?
  - Who is we? Who is they?
Agreement to talk through Power and Identity issues, which led to the conversation in the Butterfly Garden with everyone present answering the question “Who are my people?”

DAY 3: WEDNESDAY, JUNE 5

Morning Reflections

Mapping: External

*Engagement with mapping data of opportunities and threats – how can we proceed strategically given the external landscape?* There were two rounds of world café questions and key concepts were captured on sticky notes.

World Cafe Questions #1:
- What is the current external landscape for our movement?
- What trends, patterns, and events are opportunities and threats for the well-being of girls and women for advancing our vision?

World Cafe Questions #2:
- What future trends and changing conditions have the potential to be leveraged for BOLD change?
- Which are the most significant opportunities and threats?
- What questions might you have, and where could you get that information?

Large Group Discussion

- Exercise made me hopeful and scared. Feel like we are at a big crossroads right now; do others agree?
  - We are in a crossroads -- I work in healthcare and the clinical standard/practice has been standardized; military; Congressional bids lost over rape statements
  - Agreement, feel a willingness amongst mainstream to re-examine where we are now
  - Agree with external trends (politically correct, consequences for actions) -- but within the movement I see a tremendous amount of resistance to make these changes. Lots of this stuff here is internal

What are the clusters of opportunities?
- We need to stir up some shit that needs to be stirred up!
- Organizing and connecting with different movements
- Changing our dialogues to be positive about health and sexuality
- Dismantling and reforming structure
- International/External
- New tribal provisions in VAWA -- holding non-tribal offenders accountable on tribal land
- New leadership internally and externally -- diversify: race, youth
- Shift in how we talk about trafficking -- connect domestic and global trafficking
- Media: culture change and consumption by youth
**Graphic recording of external opportunities and threats.**

**Sticky Notes from External Mapping Exercise (as clustered on the front window)**

**Current:**
- Pink/Red = **Opps**
- Green = **Threats**

**Future:**
- Yellow = **Opps**
- Blue = **Threats**

- Using language to suppress/oppress authenticity, real people, real stories, real conversation
- Narrow, non-intersectional analysis
- Need for narrative framework linking attn. to trafficking to other forms of gender violence
- Defaulting to DV field, not intersections
- Increased incarceration + detention of POC and other strategies
- Intensified maintenance of race/class status quo
  - VIA **IMMIGRATION:**
  - utilitarian approach
  - Permanent low-wage workforce
  - Taking immigrant survivors out of WAVA
  - Deportation/enforcement
  - **REPRODUCTIVE RIGHTS:**
  - State by state efforts to restrict
  - **CLIMATE CHANGE**
  - Assumption that 11 million new citizens will embrace movement to end gender-based violence
  - Lack of dialogue and language about health and positive sexuality and sex
• Declining US economy and austerity; decrease in funding; decrease if we lose the debate on role of government
• Real foundation leadership + mobilization needed to liberate GBV orgs as a whole to campaign + grow
• BUDGET CUTS → blame survivors for accessing new services
• Division in the movement about sex workers’ rights v. prostitution as violence against women
• SOCIAL MEDIA (Misuse to spread incorrect information or misogynist messages)
• Viral+ social media overloading = anesthetizing to violence
• Need for narrative framework linking trafficking to other forms of VAWA
• Stir up some shit that needs to be stirred up!
• Attention to trafficking
• Connection between prostitution and trafficking → expanding the picture of who these women are.
• Culture change in popular media
• Reaching out to mainstream media, including social media outlets
• Social media → consumption by youth in particular
• Shifting power in child care debate
• Affordable Care Act
• Young People’s increased political involvement
• Youth work
• Need to push a strategic and affirmative message out via communications mechanism.
• Labor new forms of organizing in non-union sectors
• Mainstreaming of need for increased diversity
• Opportunity to politically organize 11 million new voters – need to start now!
• Changing demographics of US population
• Build new leadership
• External + internal new leadership
• Expansive definition of a new America
• IMMIGRATION → redefinition of family VISA system
  → redefinition of family + implications more broadly
  → possible opportunity for dv advocates to step up on debate
• Comprehensive Immigration Reform
• Leveraging fact of increasing numbers of women in work force.
• The work between Reproductive Health and Environmental Movment → effects of climate change on health of pregnant women and fetus
• Intentionally defining and expanding definition of violence
• To create and prepare for opportunities to organize politically (i.e. candidate prep + response)
• Opportunity to use allies recruited through cross-issue advocacy to build larger, more coherent campaign on violence against girls and women.
• Connect tribal and service women’s issues
• recognition of transgender movement building armed service/ in NAVY context → opportunities to talk about gender
• Utilizing the attention to VAW+G in conflict zones to the VAW+G in the US → “solidarity in action”
• Climate change impact on women’s lives internationally
• Fed emphasis on economic austerity → increase conversation
• [new author] Tribal provisions in VAWA
  → strengthen tribal sovereignty
  → Prosecute non-Indian offenders on tribal lands for dv only now—expand to sexual violence
• Examine + modify service delivery infrastructure
• Building and defining a movement, “re-centering”
• Dismantling existing structure, redefining/restructuring existing structure
• Setting a higher standard for the change we want to see...
• Healthy sexuality and sex positivity  → gratifying good sex.

Cohort Conversation
The staff and training team left to allow for cohort-led conversation in a cohort-only space. This session was not documented.

Fireside Chat with Nan Stoops and Lynn Rosenthal
Nan Stoops and Lynn Rosenthal joined the group for a pre-dinner conversation about their perspective of the history of the modern movement to end violence against girls and women.

Click through to see video recording and the PPT slides from Nan’s full presentation. At the request of the White House, Lynn’s presentation and the Q&A were not recorded.

Nan:
• Home Living in high school: balance a checkbook and community service: work for King County SA agency
• Green Mile River Killer & David Reichert
• Six pivotal moments
  ○ Claimed battering and rape as “women’s issues”
  ○ Focused on women’s victimization (instead of men’s violence) which lead to services
  ○ Criminalized SA and DV (made perpetrators accountable to the state)
  ○ Theorized “learned behavior” and other frameworks to explain WHY this happens
  ○ “Treated” victims and offenders
  ○ Separated DV and SA
• Time of optimism: resurgence of political will (VAWA) and hope
• Rifts in movement
  ○ DOJ money for pamphlets -- but no mention of queer violence. NCADV turned down the grant.
  ○ Johnson & Johnson offered to do a hotline, but they were not divested from S. Africa -- NCADV took the money, hired hundreds of women of color, then rejected the grant the next year and had to let all of their employees go

Lynn:
• Journal of woman who they saw: HIV (infected by husband or forced prostitution for his drug habit), two children died, husband was son of sheriff; woman would get picked up on outstanding warrants; was going to pick up woman from prison... and got a call to say that her sister-in-law would take her home instead.
• Roots in reproductive rights movement and activism
• Florida clemency board for women who killed their batterers; longest picket ever at governor’s mansion
• Major case: OJ Simpson -- huge buzz, hotline calls doubled, news stories ran with focus on DV -- not the splashes tell-all we get today
  ○ Someone said these are “golden days”
  ○ Huge demand for services, no time for social change
• Movement lurched forward -- had an analysis (Pence, Richie, Menard to offer): power/control; abuse of women; patriarchy; women’s role in society -- but didn’t have more/proactive. Movement was very REACTIVE
• Messages: Any woman can be battered (later: added that some women face particular challenges); Battered women are experts; When you do this work on behalf of other women, you become stronger
• There are some forward thinking states: WV (Sue Julie?); WA (Nan); WI (when Mary was there?)
• But for the most part, legislative action was responsive. They stopped lots of bad stuff, but no recollection of putting together strategic campaigns: no coalitions, lobbying, communications, organizing...
  ○ As a movement they are missing these skills
  ○ They have lawyer and social workers
  ○ But what about academics, researches, data geeks, policy wonks...
  ○ Result is an IMMATURE SOCIAL MOVEMENT
• Discovered at White House how policy really happens: quantitative research and data and goal = policy
  ○ Totally out of touch
  ○ Questions are “Where will we be in 5 years because of the investments we made today”
  ○ Public policy engagement is pathetic - maybe 8-10 people doing this work in DC
• Most progressive things in VAWA did not come from movement
○ Tribal provision came from DOJ
○ LGBT provisions came from DOJ/Leahy
○ Movement was onboard, but weary of pushing it. Once it all was in the bill, everyone jumped on board!

● Challenge: need to grow this aspect (policy, wonks, academics) to do this work. Next generation is ready and needs your expertise.

Discussion

● Eesha: intrigued by your connection with abortion clinics: I find it hard to bring these to realms together. In political spaces, issues feel so disconnected.
  ○ Challenge of deep distrust around CJ system (RI/WOC don’t trust)
  ○ LR: Fear of abortion provisions on VAWA is scary
  ○ LR: First two calls back in RR movement were a late term abortion after a stranger rape and a husband recently out of jail, so wife wanted an abortion/restraining order/divorce to leave town
  ○ LR: in women’s lives, there is an obvious connection
  ○ Debbie: reproductive coercion and BC sabotage is an interesting place of intersection

● Anu: resistance from funding community to do policy work.
  ○ LR: No lobbying, but can do education and issue work. Often, there is more folks can do, but are more afraid than we need to be.
  ○ Mariska Hargitay -- her friends?
  ○ NNEDV was trying to build a C4 -- need individual donors to have money for social change
  ○ Lovisa: my sense is that it’s easier to fund policy than services with criminals

● Jodeen: how do you prevent victories becoming obstacles? When they have successes, there is less urgency around organizing.
  ○ LR: follow up with implementation / regulation. This is what gives legislation teeth
  ○ Learn from HUD
  ○ Lovisa used this as a strategy to activate constituents and survivors
  ○ Opportunities:
    ■ VAWA Campus
    ■ Housing
    ■ LGBT
    ■ Tribal provisions

● Nicole: was it a mistake to separate DV and SA?
  ○ NS: there is a shared gender analysis
  ○ More related than not
  ○ How does a gendered analysis of VAW explain CSA?
  ○ Service streams -- good for survivor healing
  ○ ½ of programs are dual programs, but that means more emphasis on DV
  ○ Admin burden... Competitions for funding, messaging, policy advocacy, knowledge...
  ○ NS: We’re frequently called out for not dealing w SA, but when we do they get pissy
  ○ NS: from rape culture, we get DV. We have more comfort talking about DV than rape. Victim blaming is not as ugly with DV. DV is complicit in silencing the conversation

● Kelly: What are the opportunities coming up on the horizon?
  ○ TANF reauthorization -- hoped for 2014
    ■ We scrambled on ’96 welfare
    ■ Could make victims of violence at the center of the conversation on poverty!
Marcia: there is tons of TANF money that hasn’t been used in Florida... We’ve been working for unemployment comp for women victims of violence... but what will it look like if that money hasn’t done any good...?

- Home visiting programs
- Immigration: could be a sleeper
- LR: we’re at a time when we can do all of it. In past, we’ve retreated. Now, dream big. Obama is up for it.

- Lynn closing thought: we didn’t even talk about electoral politics! What will everyone start running for office?

Cohort Conversation
Following the fireside chat, the cohort-only space resumed. This session was not documented.

Feedback Session with Core Training Team
A small group of cohort members met with the core training team to discuss issues that had arisen from the Cohort Conversation earlier in the afternoon. This session was not documented.

DAY 4: THURSDAY, JUNE 6
Overview of Program Theory
Jackie reviewed the program, providing context and information regarding the program’s theory, design, hopes, expectations about participation, and the signature elements of the program as a response to many of the requests from the previous evening’s feedback session.

India conversation(s)
Puja spoke to the theory and choice to do an international convening in India. The Working Group reviewed their work to date and set up small group discussion for people to share thoughts on what they’re looking forward to, what challenges they have, and any questions or reflections.

*Detailed notes from Small Groups will be shared with the India Working Group and are available upon request.

3 Key Questions
Moving into three key conversations around MOVEMENT, VIOLENCE, and GIRLS & WOMEN. Conversations started in small groups, but merged towards the end. Summary notes from these conversations are documented during Friday’s report out session below.
Large Group Conversation

What does justice look like in key POC communities?

- What are we moving towards?
  - Community keeps coming up and we should define it. Are we moving towards it? Connected? Beloved? Compassionate community?
- Community Accountability:
  - Strategies across queer and immigrant communities can work; shelters or police are not options
  - How do we teach communities to hold perpetrators accountable as opposed to holding them accountable?
  - What does community accountability look like?
    - Outreach and education in partnership with community members and we provide resources for community members but they do their own outreach
    - Developing a strategy to reintegrate a former rapist who is reintegrating into society
    - Indigenous women: conversations in my community – women warriors have greater capacity to hold women accountable; accountability has layers: victim, family and community
- Alternative Models:
  - Look at alternative models to dealing with VAWG
- Kabzug Vaj (WI) – Responding to young girls; how do you reconnect to leadership among clans

- Resources:
  - Can we move the resources to lift up work like Vaj’s - fundraising is the most critical need
  - There aren’t enough men doing the work; some women leaders exhausted with the work they are doing with women so how do they add men and also is it their place

- Women and Girls:
  - Biological definition of women and girls v. other definitions

**DAY 5: FRIDAY, JUNE 7**

**Tai Ji: Steps 1-5**

*Norma took the group through steps 1-5.*

1. **Clean cut**
   a. Be careful not to overextend, that makes you vulnerable

2. **Look back to the past, and bring it forward**
   a. Average human head weighs 7 pounds; if you stay looking forward, then you can’t fully commit to the motion

3. **Gather it up**
   a. Hold the energy of the past that you have brought forward
   b. Rock back on your heel, so you bring your whole body back as you bring the energy towards you

4. **Push it out**
   a. Hold the energy, don’t let it drop
   b. Move forward as you push it out

5. **Set**
   a. Feels unfinished if we don’t set
   b. Hold onto your thumbs like they are raw eggs: not too tightly, not too loosely

**Report out from yesterday’s afternoon discussions**

*After Thursday afternoon’s discussion of three key movement questions, the group reconvened to lift up the major themes.*

**VIOLENCE**

<table>
<thead>
<tr>
<th>NEW DEFINITION OF VIOLENCE LINKED TO ROOT CAUSES</th>
<th>What does violence look like?</th>
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<tbody>
<tr>
<td>Beyond physical, verbal, emotional to include: Poverty, misogyny, lack of agency, and exploitation of resources.....</td>
<td>“Follow the money and you will find the violence”</td>
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</tbody>
</table>
“It’s all about power differential”
Are root causes part of a definition?

| INTERPERSONAL VS. STRUCTURAL | With the focus on interpersonal have lost structural violence.  
What would we lose if we lost or de-centralized interpersonal violence? (Loosing heart?) |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| TERMS AND STRATEGIC COMMUNICATONS | **Abuse vs. Violence**  
Abuse polls better and resonates more (but some groups don’t use abuse at all)  
Violence better encompasses more of our political analysis.  
**NEED:**  
- Internal vs. External language, communications  
- Diverse strategies for diverse communities (what do we mean by violence.) |
| TERMS AND STRATEGIC COMMUNICATONS | **Gender Based Violence vs. Girls and Women**  
Gender is broader but less specific  
When combined with violence – people don’t know what you are talking about  
Girls and women may be important to keep the people in it. |

**GIRLS and WOMEN**

| ALL WOMEN AND GIRLS Movement Strategy | We need to be clear about who “all” are. What we mean by all has big implications for strategy, the work and the movement’s development.  
Ex: transforming the criminal justice system (ask Eesha to elaborate) |
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<tbody>
<tr>
<td>ALL WOMEN AND GIRLS</td>
<td>Name systemic violence--Expands the types of violence: economic, environmental, racial, access to health.... Etc.</td>
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<tr>
<td>Definition of Violence</td>
<td>ALL WOMEN AND GIRLS</td>
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<tr>
<td>Definition of Gender</td>
<td>Think about internal vs. external communications and framing</td>
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<td></td>
<td>• Gender – allows for connections with other movements</td>
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<td></td>
<td>• Women and girls – more accessible</td>
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<td>Fatality reviews do not count trans women, so there are not included in the numbers</td>
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<td>Ex: Cece MacDonald, black trans women in Chicago who was attacked and killed her attacker. Sentenced to serve in men’s prison. Queer and trans organizations took it up, but domestic violence movement did not claim it.</td>
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<td>ALL WOMEN AND GIRLS</td>
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<td>Ability to integrate and talk about work with men and boys</td>
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<td>How violence impacts all relationships</td>
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<td>Broader connections, Intersectional analysis</td>
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<td>MOVEMENT</td>
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<td>TO WHAT END</td>
<td>What is the why (vision), the who and the what?</td>
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<td></td>
<td>• What are we for – the WHY – is what makes a movement</td>
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<td></td>
<td>• Core values</td>
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<td>• What analysis is at the center: economic analysis, gender, race.</td>
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<td>How you start has implications – loss/gain.</td>
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<td>Community at the center – powerful and complex!</td>
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<td></td>
<td>• Community accountability</td>
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<td>• Culture change</td>
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<td>• Community organizing</td>
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<td>• People wanting a better life</td>
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<td>Accountability and community</td>
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<td>• What are new strategies and models that recognize and shift the focus on criminalization which has impacted Native communities and communities of color while centralizing women and girls who often have to flee their own communities?</td>
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<td></td>
<td>• How do we create communities where we do not throw anyone away – even people who have perpetrated?</td>
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<td>Can you have a movement to overthrow patriarchy</td>
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<td>• What is the movement motivator – connection to community?</td>
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<td>QUALITIES</td>
<td>Currently:</td>
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<td></td>
<td>• Narrow focus – narrow solutions</td>
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<td></td>
<td>• Narrow definition of movement</td>
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<td>• non-profit structure</td>
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<td>Hope; Movement is</td>
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<td>• about people</td>
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<td>• where people understand a change be sought and can see selves as part of the change</td>
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<td>• multi-disciplinary, not only service....includes labor, immigration, domestic workers, military, advocacy efforts, youth and elders</td>
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<td>• Grassroots focus</td>
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<td>What would a transformative movement look like?</td>
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<td>• Healing people and the system</td>
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<td>How do you build a movement?</td>
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<td>• Learning – what do we know? Not know?</td>
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<td>• How do movements form?</td>
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</tbody>
</table>
- What is the relationship between planned building and magical/spontaneous/organic phenomenon?
- Can you plan for anything other than incremental change?
- What is the differentiation between a movement/movement building and policy work, strategic alliances, and strange/ugly bedfellows

- Explosions/disruptions can go in positive, negative or neutral directions.
- You can have a quiet movement achieve great things without many people knowing about it.
- How do we cultivate readiness and awareness to take advantage of events?

### ACTORS

**Who is our base?**

- The base is all of us – we are HUGE but untapped
- Survivors are a natural base but there are many reasons why they don’t see this as an option (safety, stigma, risk). The undocumented movement is another current example of great risk taking – coming out as a base.
- What does the community need to be ready?

### STRATEGIES

**Combine strategies**

- Internal/external
- Culture shift and policy change
- Deep values driven with strategic and tactical alliances
- Global/transnational and with work local communities

### Discussion

- **Tony reporting back for: violence**
  - What happens to individuals, what happens to groups
  - Expand the definition: poverty, misogyny, exploitation of resources -- yet, the broader you make it, the less opportunity you have (especially around funding opportunities)
    - Co-optation has created an environment where we compete for funding, rather than move together towards a cause
  - Abuse = violence, but “abuse” goes over better with voters/funders
    - Tactics: economic, psychological, neglect
  - Gender-based violence vs. Girls and women
    - Need to be all-inclusive, but that waters down “girls and women”: poverty, housing, racism
    - We know that all-inclusive is the right thing
    - How do we purposefully leave out trans women and trans men? Makes it easier for us.
    - Challenge of disparate/disproportionate impact on women and girls
  - Back in the day: wanted to be radical and strong, but also wanted to push relationships
    - What do we mean? Men’s violence against women?
● 3 men murder their female partners every day
● If we push too hard, we’ll get push back

Eesha reporting back for: girls and women
○ Internal definition of gender:
  ■ Socio-political and biological
  ■ How do we do external naming? Importance of the word ALL: W&G of color, poor women, trans women, disabled women...
    ● Intersectional
    ● Opens us to other movements and spaces
  ○ If we broaden definition of gender, also need to broaden definition of violence
  ○ Implications for movement strategy: need to look at solutions we’re offering -- do they relate to those bodies and those forms of violence
  ○ CeCe McDonald -- attacked in a hate crime, killed her attacker, sentenced to serve time in a men’s prison
    ■ Attention is coming from trans community
    ■ Her story was not claimed by VAW community
  ○ When states do fatality reviews, do they include queer and trans women?

Andrea reporting back for: movement
○ Purpose of movement?
  ■ WHY: need alignment for what we’re for
  ■ Accountability with the actors/community
  ■ Value: everyone matters and people aren’t disposable
  ■ Can a movement overthrow patriarchy? Who will feel called to that?
○ Qualities?
  ■ Hope
  ■ People
  ■ Understand change being sought
  ■ Multi-disciplinary and multi-focused (topical and strategically)
  ■ What does a transformative movement look like?
○ Actors? Strategies?
  ■ Base: could be everyone because so many people are/have been impacted
    ● SV/DV: survivors are a natural base -- though untapped and there are many reasons why they don’t (safety, stigma)
    ● Is there real trust in survivors?
    ● Connection to undocumented: not being afraid
  ■ What do we want to accomplish for policy change/shifts
  ■ Global/Local
○ How are movements created and formed?
  ■ Do we know?
  ■ What’s the relationship between planned and spontaneous combustion of movement. Explosions can be positive, negative, neutral
  ■ You can have “not-know” movements... things that are happening and people don’t realize it
○ Anu: struggling with grassroots in a hierarchical system: how to do that in a top-down system like the military; haven’t figured it out
**Root Causes**

*Small group exercise: if the problem is violence against ALL girls and women, what are the roots of that problem? Start with manifestations, and track back to roots.*

Jackie:
- If we only focus on the symptoms or the manifestations of violence against girls and women – we won’t get at the underlying cause of the problem. If we only address the problems we can see, the root just grows deeper and stronger and finds other ways to manifest itself. But when we figure out what the root cause is – and get at that – we can create real, lasting social change.
- The plan is to continue this analysis and bring it throughout the development of social change strategies, so that we can build a movement that works to solve the manifestations while getting after the deeper, more insidious roots.

**Small Group Notes**

**Group 1** (Kelly, Heidi, Nicole, Sandra, Klarissa, Eesha)

**Root Causes:**
- Racism
- Homophobia
- Classicism
- Patriarchy
- Adultism
- Sexism
- Ableism
- National identity
- Dehumanization
- Colonialism
- Capitalism
- Devaluing of girls and women
- Power & scarcity
- Fear
- White privilege (in this country)
- Fear/human vulnerability
- Individualism (lack of interconnectedness)
- Lack of empathy
- Lack of global perspective
- Patriarchy – devaluation of care

**Manifestations:**
- Institutionalism/Colonialism (e.g. religious institutions; government; bureaucracy; military; media (goes both ways); hierarchical system; schools/education (goes both ways); families)
- White Privilege/destroying ability to talk across other arenas
- Nationalism
- Aligned care and compassion as feminine
Barriers:
- White privilege – colonialism
- We can’t see the water
- Lack of empathy
- Shame/silence
- Fear
- Multiple ways these are reinforced – individual (shame); families; schools; govt; etc. – a deep layering
- Binaries
- Lack of interconnectedness
- Disconnected sense of self
- Disconnection and devaluation of our bodies
- Militarism
- Lack of spirituality

Benefits:
- Power and privilege (visibility, resource)
- Control
- Safety
- Invincibility
- It may have gotten worse for you, but it’s just gotten better for me.
- Some people are Americans, everyone else has to hyphenate

Discussion:
What could we pull out – of the root causes – and have the whole thing come crumbling.
- Maybe it’s really dehumanization. I fear that if it were patriarchy, colonialism, it seems like they’d be replaced by another power structure.
- Maybe it’s spirituality.
- It feels more like a web, not a root structure. But a web starts somewhere. Caring for another human being became a threat – might be what’s at the center. (How did that become a thread?) Maybe the thread is vulnerability. Afraid to be connected. We’re human. (Holy shit we are messed up.)
- Scarcity. If I fear scarcity.
- Not survival of the fittest. Vacuum.
- Human rights. Based on people being seen as human.

Group 2 (Anu, Annika, Andrea, Debbie, Jodeen, Marcia, Tony, Scheherazade)
Root Causes:
Top Roots: Misogyny, Racism, Imperialism, homophobia, objectification of women, US colonization and slavery, dehumanization of women. What is unique to the US? US history of colonization and slavery are powerful strands in the perpetuation of root causes. Value of individualism v. collective community; value of European cultural values v. other cultural values.

Middle Roots: Social-economic-political structures live below the original roots; Collective socialization of men; Male supremacy; power, control as human values devalue softness; what about other ways of being human. [Systems referenced: economic and capitalist; education; military; health care system and medical isolation of the ill; violence against women.]
Lower Roots: fear of not belonging, fear of being insufficient; fear of being excluded; fear of being out of control in love; fear of not being loved. Fear of having different faces of being

How the Roots System interacts:
- Violence v. Survival. Structures make the roots possible. Is Violence a negative value? (i.e., destruction of animals for food) Or is it the over consumption/greed?
- Revenge becomes a high value and is driven by values of consumptions; power v. consumption
- What is happening in committing the act of violence? A validation of power, inclusion in the system and hierarchy; there is a fear to be outside of that.
- Social consciousness – social, cultural, economic structures need a response
- Fear of not being loved. Fear of being out of control in replaces of love being expressed as a value; Are power, violence and control a substitute to stand in/take over
- Whose privilege is challenged in the cycle of?
Root cause trees, drawn by small groups.

Next Steps
Review of what is ahead in Move to End Violence. You can find videos of these sessions here.
Roadmap

- Jackie reviewed the roadmap moving forward, covering the coming interim work and upcoming convenings. There is a fund for “roll-out” work, which would help you gather people, attend conferences, and engage with your colleagues about the key ideas that are developing in Move to End Violence. This mostly would happen following Convening 4 in Spring 2014, but we want to make sure that you don’t miss anything. Please be thinking about other opportunities and be in touch with MEV staff.
- Tony: will you engage cohort 2 members to help think about how C6 develops
  - JP: yes, emergent, working group model
- Anu: are the cohort collaboration moments formal?
  - JP: working groups are formal: a few people do a task
  - “roll-out” -- cohort members try to do a workshop at a conference, for example
    - Formal support -- $ to support the roll-out work -- mostly happens after C4
  - We are open to and encourage informal connections -- hope that you will do that
- Annika: strategic thinking workshops are how long?
  - 1.5-2 days
  - Same workshop in each location -- learning/training space, not strategies for the movement -- training how to be better strategic thinkers. Some conversations will emerge as case studies
  - CONTACT -- Lan: logistics; Norma: content or if you don’t know -- speak with her
  - Cohort 2, Cohort 1, and local folks invited by local people (top 30 at each location)
  - Eesha: people in South?
    - Hosted by returning orgs in: New York, Bay Area, and then thinking Chicago/MN given number of Movement Makers there
    - Dates should firm up in a couple of weeks
- Annika: would feel disappointed if we didn’t have another full week together. Our first convening wasn’t ours. How can we be together in spaces to do that?
  - Convenings are our time to be together
  - Some other opportunities for being together outside of formal convening space
  - Lots of stuff will happen in working groups -- empower a working group; feels like the model to produce/get work done without asking too much of folks

Mapping/Landscape Working Group

- Moment to open the WG up -- join us and move it forward!
- Dependent on availability over the summer
- June: call with working group to plan next steps; get info about what additional info we need to collect
- July/Aug: additional data collection
- Sept/Oct: complete data analysis & draft/refine written and visual products
- GOAL: have those before India and do a CALL before India
- January and on -- working group returns and thinks more about external facing products; how can the mapping conversations be a way to engage movement people
- Time and engagement: depends on people’s availability and how much additional data needs to be collected -- group can determine it to an extent
- What other info do you need from the landscape to move forward -- and who would you prioritize getting that from?
  - Annika: what are other opps?
  - Survey Monkey?

**India working group:**
- Primary roles:
  - Advisors to program
  - Resource to other cohort members
- Content areas:
  - Preparation
  - Shaping the meetings
  - Develop the exchange components of the convening
- Can you go in and out knowing your own frequencies/busy months? Sure.
- Scheherazade: interested in components!
- Heidi: appreciation to see it laid out, and interested in the WG.
- Annika: continuity from pre C-2 WG.
- Anu: I would like to be involved but have little time. Would like to check in, because I had some specific suggestions for the trip. Maybe link to staff?

**Organizational Development:**
• Balance of leader and organization development -- needs to happen simultaneously
• Maura is a leader of a diverse team: Su Jin, Lisa, Elsa, Marissa
• Looking back at what we’ve done to date
  ○ After C1: getting started, initial contacts, orient to OD cornerstone
  ○ Assessment phase: rich, challenging, lots of moving pieces
    ■ MHO
    ■ Advocacy assessment tool
    ■ Landscape mapping
  ○ What are you learning from these instruments?
    ■ Kelly: internal staff and board committee -- clearer picture of where we have been and where we need to move towards
    ■ Marcia: Fear of where we are now, concerned that there’s no unity, very different perspectives
    ■ Andrea: initiative? Is it okay that we haven’t share the info out yet... YES
    ■ Sher: strengths as a way to talk about org
    ■ Heidi: where there’s alignment and shit bubbling up -- seeing how my leadership feeds into it (defensive/uncomfortable)
  ○ YOU are not being assessed. You are assessing yourselves.
• What comes next
  ○ Between C2-C3
    ■ Make sense of the assessment
      ● That may have started already... or not!
      ● OD Coach will be a facilitator to you and your colleagues to make sense of the assessments (and other sources of knowledge that you may have about your organization) -- who those people are who are strategic and can help decide a plan to move forward
      ● Andrea/Annika: OD coach should reach out to cohort member -- follow up with Maura individually
      ● Klarissa: Can the coach be a resource to me to work through my organization?
      ● Maura a back-up for Su Jin during her parental leave (now through Sept)
    ■ Self Care
      ● Connect it to sense making. How do we care about ourselves and our organizations -- and how does that affect us.
• Beyond...
  ○ Priorities and Planning (winter this year, spring next year)
    ■ Under-resourced organizations jump on to it right away!
      ● If there’s an opp for strategic thinking, submit it!
    ■ Decide what the bite-size projects are that you can request support for (fractal = broccoli)
  ○ Match-making: who are the right people who could you help you do this work? You select, we help you find a good pool of people to select from
  ○ Proposal: Step 5, not Step 1 --
  ○ OD Projects -- start up post-C5 (Sept 2014)
  ○ Move at different paces, that’s okay
• Lots of strength in your organizations
India Logistics:
We’ll be sending emails with reminders, but here is a broad map of your India-specific prep list:

- **Passport:** check your passport in **June** – does it have 2 blank pages and does it expire after March 1, 2014? If so, you’re okay… If not, you need to renew your passport now.
- **Flight:** we’ll be sending key info out in **July** and your flight needs to be booked by **August**.
- **Visa:** you’ll want to send out your visa application in **August**; we’ll provide the how-to. Note, it may take up to 3-4 weeks, so plan your application around any other international travel you may have this summer.
- **Travel clinic:** put it on your calendar for **October**.

Communications tools coming from Michelle:
- **PPT about MEV**
- **National Sexual Assault Conference**
- **Takeaway**
  - Designing a presentation and exercises that you can take to your organizations
  - What worked? What didn’t?
  - Two languages: English and Spanish
  - Took previous presentation and made it their own… definitely do so!

Self Care for Sustainability and Impact (SSI) Workshops
- **Norma and/or OD coach**
  - Day 1.5
  - Meeting space -- 50sq feet/person
  - Pre-work -- answers come to Lan in one email
  - Moment of transition
  - Self care not a toolbox, it’s a practice -- not about delivering tools, but entering into conversations so that people can see how organizations can practice -- we want you to become SC practitioners
  - Very different experiences
  - Experiential -- not instructive
  - Questions
    - Marcia: Spanish speaker? Elsa will be the trainer -- she’ll talk to you about doing that delivery
    - Materials will be provided in Spanish and English

What is Cohort 1 up to? - Aimee
- Anxiety about staying connected after program: conferences, events
- Also want to do something strategic and sustained
- Creating readiness for what Cohort 2 will do
- Collaborative Fund opportunity
  - Wanted to coordinate, not compete
  - Planning grant -- looking for connections, places to leverage
○ Relationships at center of movement (Nan, Leiana, State Coalitions, federal funding relationships, culturally specific resource centers), at margins (clusters with local communities and with girls)
○ Huge appetite with mainstream (Seattle last year, New Orleans last month)

● Proposal:
  ○ Mainstream
    ■ Cohort of state coalitions that Nan will lead through vision and stance
    ■ Nan working with program in WA state to rethink shelters
  ○ Margins: local and girls
    ■ Series of meetings to talk about what we’re learning
    ■ If we want to organize ourselves, what would that look like
    ■ Center of the movement has infrastructure -- how do we build that for margins, including communities and community leaders
  ○ Network
    ■ Formalizing the relationship
    ■ Not collaborative or coalition -- want to shift from industrial models to networked/peer-to-peer and self-organizing models

● How does what YOU do inform what Cohort 1 does?
● Hopefully engage other funds through this work

JP:
● Good place to end
● Honoring for staying in it and finding your way through
● Takes leadership to stay in and go forward together

Evaluation
45 minutes for cohort to fill out evaluation form in Meadow Room. Thank you for your honest feedback.

Closing Go-Around
Everyone shared their thoughts on two prompts:
● I am grateful for...
● I am hopeful for...