Move to End Violence Cohort 2 Convening 4 – NOTES
April 28-May 2, 2014
Cedarbrook Lodge, Seattle, Washington

Jump To:
Monday, April 28
Tuesday, April 29
Wednesday, April 30
Thursday, May 1
Friday, May 2

Monday, April 28

Welcome:
- Fun—Hula Hoop
- Non-verbal perceptions—how to listen with best intentions (helping to understand)
- Be in our bodies

Gesture Check In
- How do we shift and maintain our energy?
• Use the tools that we already have and try something new
• How can we work together to make the invisible visible? More accessible, so we are more able to be fully present

Permeability of movement—we haven’t always done this well. Need to build the capacity for interconnection and collaboration

**How Did We Get Here?** (Cristy)
• Convenings 1, 2 and 3
• India was a catalyst—many opportunities to learn
• What is important to move forward with?
• Think about change
• Globally, movement, work and systems
• Shift towards shared leadership, bringing in cohort members voices
• Time to play
• Art and Poetry
• Accessibility—how do we interact? What do we each need? Multiple ways of learning—auditory, visual, movement, being in our bodies.
• Staff and Facilitators are active participants

**Content**
The race x class x power stream was designed with intention to engage in understanding and applying the analysis of structural racism to the work of ending violence against women and girls. Race Forward will extend this work to look at choice points.

**Relationship Building**
• How do we bring a different spirit?
• Helping to cultivate and practice w/o having the answer
• Emergent work, there is no formula

**Social Change Movement**
• CAG Campaign Model from Jodeen
• Kalpana from Forward Together
• How the work centers race, class, power
• What are they learning? Sharing stories

**Series of conversations**
• Habits—in movement, communities to a more strategic analysis
• Aka Root Cause, not seeing current conditions as inevitable
• “How can we weed whack that sucker!”
• Tai Chi—lifting our eyes to the horizon
• Where is there critical mass (not consensus)
• Aggregate purposes and values
Outwards Facing Sense Making
- So what? Now what?
- How to connect: who am I? What’s the core? What does it mean?

Forward Stance
Core Strength
Flexibility
Resilience

Hope and Expectations-Nicole and Marcia

Seven Teachings of the Grandfathers: Love and Truth

If we speak truth from a place of love, makes for better conversation. We must tell our truths, it might be hard.

Relationship Building
- We are building relationships somewhat artificially without the gifts of time
- Transaction relationships are not as elastic
- Hawaiian word for interwoven
- Formula: conversation that is unrelated to the work we are for
- If we stay in the realm of work, we will only bring parts of ourselves forward

Speed Dating
- Reflection
- How to do movement building with artificial relationships? A puzzle.
- How to practice with one another in ways that would result in deep relationships
- Don’t have to go intimate in the first conversation
- In the past, people took action with folks that they were in deep relationship with. When the stakes are high, you need people that you trust (with your life).
- How can we build community bigger than the project in front of us?

How do I Want to be Seen?
Not just my role—if it’s just role, then my identity disappears if the role changes
We need practice sharing how we want to be known

Reflection
- I want to show up like this tomorrow
- Appreciate creativity
- Emotional EQ of women—how would it be different if the room were 50-50 men?
- Moving to hear people talk about themselves
- Everyone longs to be seen as themselves but they don’t know who they are
• As change agents, you are only as good as your knowledge of yourself, you are not a bundle of skills

Habits and Practices
• Karma is accumulated energy
• What your people did
• You can change your history
• We give habits more energy than it needs to have...
• Move towards practice, who we are is harder to show though our habits

Forward Stance
Purpose is the North Star
Core Strength is our strongest vessel

Tuesday, April 29

Core Work: Race, class, power, and privilege with Rachael and Monica

Why this conversation? Why now?
• Private reflection
• Pair & share

Purpose of today’s work: laying a foundation to understand structural racism / use that analysis to explore our relationships and our movement
• Racism is a structural force that we are all engaged with
• We limit ourselves when we stay at interpersonal
• Interpersonal can interrupt movement building
• Racism was constructed: something built can be undone
  ○ Relationship building enhances our ability to do movement building
• This is a chance to practice: a structural conversation is an opportunity to engage each other and ourselves at individual and interpersonal levels

How we’ll do this work:
• Based on what’s being brought into the room
• Grounded in who we are -- storytelling
• Use verbal responses!

What are the dynamics that come up when we talk about racism across racial groups?
• Silence
• My oppression is worse
• Blaming
• Fear
• Discomfort
• Guilt
• Anger
• Speaking different languages
• Censoring
• Pity
• Misunderstanding
• Minimizing
• Helpless
• Inarticulate
• Insight
• Power
• Connection
• Growth
• Breakthroughs
• Affinity
• Making light
• Surprise
• Possibility

Community Agreements
• Listen with respect
  o Feeling that we should already know what “respect” means
  o Need to learn about you to understand what it means to respect you
  o What might we be silencing in order to listen
    ♣ Judgment
    ♣ Our own voice/Preparing for the fight
• Participate
  o Necessary to have full participation to have this conversation
• No quick fix: we’re not ending racism today
• Push beyond growing edge
  o Safe space often means “comfortable”
  o Tune into bodies
• Focused on racism in the U.S. -- in how it relates to other -isms, we’ll always come back
to race
• Need to be able to struggle together
  o Don’t retreat to private corners to have a “real” conversation
  o Emphasis is on TOGETHER -- don’t let folks struggle alone
• Stay the whole time -- be present together
  o Habits: tune into habits -- e.g. when do I feel okay to leave the room?
• Literacy moments -- be aware of jargon, acronyms, cultural-relevant concepts: everyone should call for a literacy moment
• Trust intent, but focus on impact
  o Our focus is on impact
  o None of us showed up to cause harm

• Discussion of agreements
  o Tension between: don’t have side conversations, but seek one-on-one support
    ♣ Check if it’s a habit
    ♣ Does the conversation serve us as a way to get clear, or to disrupt what is happening in space?
  o What is our definition of respect?
    ♣ In order for us to respect each other, we have to learn what respect means to each other
  o Intentional use of caucus time -- this is a potential technology
    ♣ Acknowledge meeting that happened -- it was a right, to fulfill a need
    ♣ Transparency
    ♣ Example of impact and intent

**Mingle/Huddle:**
• Share something about your work that you feel proud of
• Share a time when you felt included
• Share a time when you felt excluded
• Share an early memory where you had awareness of your racial identity

**Debrief Mingle/Huddle:**
• Appreciated the intervention not just to share negative qualities: allowed me to be positive
• It became harder to not respond as the questions went on
• Storytelling is powerful
• Told stories that I don’t tell often: brought in unexpected feelings
• Appreciated stories of exclusion
• Inclusion was about personal/Exclusion was about work
• Primary identity, social location
• Don’t need validation all the time -- sometimes it’s okay not to tell the story to get nods
• There are parts of ourselves that we leave behind when we’re tuning into what is getting the external validation
• Takeaways
  o Learned about self
  o Coping skill: dissociation, choosing what we share

Break

Building a Common Analysis
• Majority of our work is related to people who are poor
• What’s the conversation about poor people and violence?
  o Range
  o For immigrant women/WOC -- that’s central
  o Prevention -- we talk about poverty
  o Used to say: V cuts across race/class → which resulted in a withdrawal from the disparate impacts
  o Depends on type of violence
  o Org as a response to systems that fail
• Key q: Why are people poor?
  o Capitalism
  o Globalization
  o Immigration
  o Misogyny and sexism
  o Imperialism
  o Greed
  o Profit
  o Dehumanization - slavery, incarceration
  o Racism
  o Sense of scarcity
  o Fear
  o Control -- of people, resources
  o Concentration of power
  o White supremacy
  o Colonialization
  o Individualism
- Patriarchy
- Trauma and violence
- Private ownership
- Bad schools, lack of investment in education
- School to prison pipeline
- How we monetize/value labor
- Punish deviation
- Language discrimination
- Geography/Place
- Impact of natural disaster

• Same q, asked a different way: On a Friday night grocery store trip, there is a woman in line in front of me with an EBT card. Why is this woman poor?
  - Single mom
  - Too many kids
  - Cheating the system
  - Doesn’t work
  - Lazy
  - Uneducated
  - Bad mother
  - Not making good choices (Cheetos)
  - “Welfare Queen”
    - Policy used to control families
    - In past, if you weren’t serving American food in immigrant families, you lose your benefits
    - Man in the house, you lose your benefits
    - Myth connected to children: by having more children, women get access to more resources via welfare
    - Can care for others’ children, but not capable of caring for her own
  - “Trifling” -- good for nothing, irresponsible, sneaky, manipulative
    - Used in community -- poor people say it against other poor people
  - “Ratchet” -- newer term
  - “Go home, get out of our country”
  - Who’s the baby’s daddy/s?

• What do we notice?
  - Personal responsibility
  - Victim blaming vs. System’s responsibility
- Stereotypes come out of the systems, but we dehumanize
- The PERSON is the problem

- What policies are based on this?
  - Welfare
  - Personal responsibility act
  - Social services: you should know what you need and go get it
  - Even at our organizations: why don’t we ask this question (why are people poor) in interviews?
    - **PROCESS REQUEST:** don’t make universal statements

    - **PROCESS REQUEST**
      - What’s underneath the process request? Don’t focus on what’s wrong when there are better examples (like my work); indicate that you only know the parts that you are part of; an assumption made me feel excluded
        - Awareness of triggers
        - Thank you
        - How do those triggers show up in the work
  - Too many kids = control your reproduction
  - How are we reinforcing a dynamic that holds up this narrative?
  - Poverty gets conflated with race
  - White trash, throw it away

- **Undoing socialization**
  - Story of Monica’s mother
  - In our work, we talk about undoing the socialization, but how are we actually furthering that narrative?
  - How does this come into play when we hire people?
  - E.g. Ford Foundation grant application: ask about gender, sexual orientation, people of color on staff -- what about no college degree, under poverty line, etc?
  - Solutions that we come up with are still on the “individual” side (e.g. exemption to the work requirement if proven that you’re a survivor)

- **PROCESS POINT:** from the person who was challenged about using absolutes: hearing absolutes in this conversation; I’ll be conscious of what I say, but I won’t censor myself
  - What’s the space for latitude?
    - **Why did we focus on the “I won’t censor myself” instead of “I’ll be conscious of what I say”**
  - Around absolutes: it’s not about what the person says, it’s about how
  - Noticing black women protecting black men
  - Triggered vs. offended
  - Truth -- grounded in political education, feel okay to say “WE”
Go back to habits/practices
Speak my truth and be engaged
How can we be together and still have a rub?
PROCESS QUESTION: what to do when there’s a tense moment and someone says they’re triggered -- what strategies are there to help me see triggering different than “I disagree” -- sometimes related, sometimes not // What do you do when someone says they’re triggered? How do we respect that and not to categorize it as something different?
Reflection on this interaction
- Sad about what happened
  - Lots of layers, assumptions -- need tools - this doesn’t feel like the right practice
  - Triggering wasn’t personal
  - Trigger brings you back to the past, such that it feels like the present
  - Move from personal to systemic
  - Shifting habit: we’re able to stay in the moment
  - Emerging practice: staying in moment, but not allowing us to get caught by what’s in the moment -- practice of not being satisfied but going for something else; makes me hopeful
  - Question about what’s beneath the trigger -- and what to do when we don’t always know
  - We’re all having experiences that aren’t being acknowledged -- let’s trust the intention -- and keep the impact centered

Lunch

Regrouping
Monica shared her family’s story: her ancestor survived Middle Passage; 4 generations of slavery; 2 generations of Jim Crow - violence impacts us day-to-day and throughout our history; question if you can compete in real (white) world? People of color are managing/compartmentalizing aspects of identity

Triggers are not individualized; What does it mean to carry historical trauma? Invitation to sit in the chair as a 13-year-old girl: themes of
- Helpless, hopeless
- Resignation
- Acting brave
- Who am I to change this?
• Fear
• Don’t want to disappoint

**Sociometry, Leading up to Clearings**

Collective framework is hard when there’s so much bubbling: How do we know when we’ve cleared ENOUGH to build the road to move ahead?

What is present with you? What do you need to move forward in this process?

- Paradox: unpack critical incidents and move forward in a transformative way: I feel like we need to do this work to move on; AND I need to move on to do this work
- Desire, willingness, power
- Do we need to take time/space to talk about privilege, rather than just victimization?
- How to balance roles?
- Shift the binary between the person harmed/person doing harm -- and get to a place where we’re talking about change
  - Don’t want to hurt, so we want to be the one who is hurt
- Figure out what is unsaid that needs to be said? “big dump”

**Sociometry**

- Who will you ask to get you to the airport?
- Who do you want next to you when you’re going into a hard conversation?
- With whom do you have some clearing to do?

**Break, Fun, Stevie Wonder Dance Party!!**

**Returning to Building a Collective Analysis -- ask more questions**

- Language around where poor people live
  - Ghetto -- poor black people
    - Ghetto = venetian word
    - Jews were restricted to particular parts of the city
    - Increased during WW2
    - Overcrowded, not a lot of resources
    - Heavily policed
    - Resistance in community
    - Contained, insular
  - Barrio -- poor Latinos
    - Literally means neighborhood
- Chinatown - Asians
  - Not all Chinese
  - Cheap Chinese labor for RRss
  - Invisibilizes other nationalities
- The Res -- Native
  - Reservation also means: Set aside/Doubts
- Trailer Park -- white people
  - Trailers aren’t foundational homes
  - Trailer trash
  - Housing stock that is available to poor people
  - More vulnerable to natural disaster, landlords who don’t honor lease agreements
- Themes
  - Contained
  - No services
  - Impermanent
  - Concentration of poverty
- What’s the PC Language we “should” use?
  - Inner city
  - Underserved
  - Urban
  - Disadvantaged
  - Marginalized
  - Vulnerable
  - Under-privileged
  - At-risk / High-risk
  - Under-resourced
  - Target population
  - Disenfranchised

**Power analysis -- what do poor communities look like?**
- Liquor stores
- Dilapidated buildings
- Projects
- Empty lots
- Check cashing
- Payday lenders
- Pawn shops
- Concrete
- Fast foods
  - Corner stores
- Gas stations
- Churches - storefront to large cathedrals
- Funeral homes
- Graffiti
- Few trees
- Police
- Trash on street
- Brown fields
- For Native American people, it looks different:
  - Different housing: track housing
  - Liquor stores
  - Churches
  - Run down housing
  - Open space
  - Native cemeteries
  - BIA
  - Federally run medical clinics
- Notarios
- Currency exchanges
- Freeways
- Murals
- Train tracks
- Murals
- Altar
- Schools that like jails
- Barbed wire fencing
- MLK Blvd
- Ads for smoking, liquor, fast food
• Police lights/Surveillance/Cameras
• Wal-Marts (rural)
• Street blockades
• Multi-lingual signage
• “Stop gun violence” signage
• Billboards anti-abortion messages

Red-lining
• Banking practice: shows with whom the bank will not do business -- mortgage/lending denials to particular neighborhoods (they are forced to rent)
• About property values/districting -- closing it off from resources (underlying agreement)
• Why? Assumption that those communities would default and property values would never rise -- then banks wouldn’t make money
• Red line removed when community becomes gentrified
• Community is destabilized
• Used to be a written practice; Community Reinvestment Act/Fair Housing Act banned it -- but it’s hard to prove
• In rural areas -- land is in trust, which means it can’t be mortgaged; on the outskirts of town where there isn’t public transport
• In tribal communities -- land not in trust is open to everyone

Name systems that create/impact the reality of poor communities
• Transportation
• Banking and Lending
• Liquor Commissions
• Food systems -- FDA, agro-business
• Law enforcement
• Education
• Childcare
• Immigration resettlement, Department of Homeland security/ICE (shift from INS to ICE)
• Healthcare
• Governments at all levels (Federal, state, city, municipal)
• Social services
• Children’s services
• Infrastructure funding
• Parks and Rec
• Philanthropy
• Gun manufacturers/NRA
- Redevelopment
- Arts, libraries, cultural
- Human services
- Religious institutions
- Marketing, media
- Traffickers
- Military
- Drugs/DEA
- Criminal justice system
- Prison industrial complex
- Sanitation
- Environmental protection
- Voting/Elections
- Federal/Local tax structures

Go back to these systems that are having an impact
- “Feet” on the neck / Foot ID is a kind of analysis
- Racism is the “Big Foot” -- you can see imprint, even if you can’t point to the creature that created the footprint
- Power analysis - map decision makers; who holds power for a particular change?
- Community accountability process -- locate where power is held -- inside/outside the community
- 13 y/o’s life is crisis-driven “live for today, tomorrow’s not promised”
- Community never seen as a powerful source -- relies on relationships with each other -- folks are incredibly credentialed, but not for the jobs in the system
- Professionalization interrupts the relationships
- Who’s gate are we keeping? To whom are we accountable?
- Institutions are responding to plans, rather than the community
- Institutions are also sources of jobs -- many people have multiple case managers (this is a place for middle-class employment)
- People in community see institutions, rather than individuals

**Engage with timeline**
- Travels with R&M, has been built/evolved

Key concept: Race Prejudice + Power (state sanctioned) = Racism

Race = social construct – how do we “know” someone’s race?
Can’t tell people’s race by physical feature; culture; family; region; it’s not scientific (U.S. trying to say it is for Natives -- for blood quantum/one drop for Black people) BUT genetics tell us so; craniology; religion (was used this way in Europe)

Caucasoid -- Caucus mountains -- white
Mongoloid -- Asia -- yellow
Australoid -- New Zealand -- brown/red even if they’re indigenous whenever they are
Negroid -- Africa -- black

--Bouffant and Blumenbach

- Logic that’s missing from this “science”: not consistent/ only “Negroid” isn’t about place, and Native people are native wherever they are (not just Australia/NZ)
- Story of Indian American soldier revoked citizenship -- people are suing to be white because there is power that comes with it (not because they embrace/identify as white)
- This is a structural arrangement. How do institutions respond to race?
- Interpersonal can be a part of this -- but it’s in the design/creation of the U.S.
- Request to MAP our group’s core strengths
- Gratitude to MEV/EDT -- space with this week; profound thanks

Wednesday, April 30

Reflection question: In the movement, what are the opportunities and challenges for creating space for clearing when we center/ground our work in a racial equity analysis?
**Activity: Resource bag**

Rules: everyone looks at the bag; take one item and pass it. First person is chosen at random.

- What happened?
  - Followed rules
  - Rules come out of a structure
  - People had different experiences of the bag coming around -- depends on position

- What could have been different?
  - Could have broken the rules (?!)
  - Could have refused to take something
  - Could have dumped out the bag
  - Could have asked questions of the whole group (not of Rachael)

- How does this look like our movement?
  - Who’s in the circle: 501c3s
  - Some people see privilege differently
  - People who have privilege acknowledge it, but don’t do anything to change it
  - We don’t question how we make the rules/how the rules are made

- What gets internalized with privilege:
  - Internalized racial oppression: inferiority and subferiority -- multi-generational process
  - Not conscious; cellular memory; historical trauma
  - Internalized vs. Inherent
    - Inherent is inevitable, born with

- What are manifestations of internalized racial oppression:
  - Lateral/Collateral violence -- oppressed communities
  - Self-hate
  - Performativity -- acting as I’m supposed to act
  - Exaggerated visibility -- how many degrees do I need to have to be seen?
  - Assimilation
  - Politics of respectability
  - Guilt
  - Rule following
  - Distancing
  - Acculturation
  - Burden of representation
  - Resignation -- fatigue of trying to get it right
  - Living in two worlds -- double consciousness
- Anger to rage
  - Sense of micro-aggressions
  - Sense of helplessness
  - “So mad, and I can’t even say what it is”
  - Sense that it’s not okay to be angry
- Powerlessness
- Picking your battles -- being strategic about your voice
- Hyper-vigilance
- Over responsibility to manage all of these things
- Acquiescence -- too hard to strategize, so let go
- Racial supremacy
- Entitlement
- Invisibility
- Shame
- Exceptionalsim -- that person isn’t/couldn’t be a racist
- Either/Or thinking
- Guilt
- Performativity
- Freedom to see other options (workaround)
- All-knowing/Perfectionism -- feeling like you can’t make mistakes
- Intellectualization -- how technical do we need to get? What makes it true? Need proof
- Asking for everything to be in writing (narrative/experience vs. expertise)
- General population -- see themselves as the standard -- normalization
- Justification
- Myth of meritocracy
- Task orientation (rather than relationship)
- Dissociation -- separation of heart, spirit, mind
- Cultural appropriation

Say more about power/privilege -- it’s not just about race
- Difference between being a numerical minority OR a minority in relationship to power
- Minority originates from freed Blacks seen as ⅗ of a human for voting purposes / not “full” or “true” Americans -- not about the size of the population, it had to do with the size of an individual’s humanity

Internalized Racial Oppression is dehumanizing to all human beings
How do we see Internalized Racial Oppression coming up in the work?

- Accountability falls to the race-specific coalitions (tribal coalitions not allowed within NNEDV -- they have never responded; ignored tribal coalitions that applied for membership)
  - Some people in this room who could rise to this cause??
- What kind of work is considered valuable/effective?
  - Policy advocacy vs. grassroots
  - Community organizing is racialized and gendered -- it is reproductive work, take it for granted (less expensive)
  - Metrics of success get formed around those kinds of work to make it seem neutral, but it’s actually not
- “Diversity” is desired, but we don’t create the conditions for that to lead (diversity does not get rid of racism)
- Expertise/Who is valued?
- Exceptionalizing -- claiming someone as an ally even if they don’t act that way
- Even for people who have been doing this work for over 15 years -- they don’t feel “legit” until they take the 40 hour state certification
- Higher paid staff are privileged; those who are best suited to work in their own communities aren’t valued -- the people who started something won’t move aside and let others move up
- Paternalistic relationship to community
- MEV has fallen into a trap – (Cohort 1 vision of being proactive instead of reactive): there’s a racial component to that; proactive is a privileged position to be in; that assumes the ability to make choices
- People create curriculum/training and need POC to use/deliver the curriculum (never brought in at the beginning) -- tokenizing
- High number of non-native people in our native programs because we look at degrees/value
  - It feels like the solution must be outside
- Started with particular populations, and then moved to the “general population” -- eye opening to do it the other way
- Movement habit: focus on inferiority as the place where the work needs to be done; where/how can we be spending more time to look at superiority

**Principles for Anti-Racist Organizing**

Useful to Rachael and Monica to keep a racial equity lens

- Undoing racism stays on the table: it IS possible
- Learn from history
• Learn from culture -- it’s our humanity
• Develop leadership
• Gate keeping and accountability
• Intentional about relationship building
• Always analyzing power
• Analyzing the manifestations of Racism: institutional, internalized, cultural, individual, interpersonal
• People of color can work together to undo Internalized Racial Oppression
• White people can work together to undo Internalized Racial Superiority

What practices have been working? What can we add? What are our opportunities?

Break -- transition to Rinku and Tammy!

Race Forward Introductory Framing
• Race Forward: produce ideas, leadership, and solutions to push racial justice forward
• Research on policy, media, practice towards racial equity
• Tammy: community organizer in Milwaukee, belly dancing and body image, works with artists
• Rinku’s stories:
  o Talking about racial justice @ pre-conf day at Creating Change with a respected professor who said: “I don’t want to do racial justice work with people who aren’t anti-racist”
  o Rinku’s story: Indian immigrant, lived adjacent to Levittowns that had restrictive covenants -- grew up in white communities; watched a lot of TV; skipped incoming students orientation for POC; incident of black freshman beat up by 2 white football players; Rinku sat out the protests and her friends gave her an intervention about her denial: “it’s time to grow up”; felt belonging at the rally -- invest in the community you’re in to make it inclusive
  o Going back to first story: Rinku wouldn’t have qualified as “anti-racist” when her friends invited her to rally; what was the meaning of professor’s words/position?
    ♣ Power differentials
    ♣ Lacked shared values
    ♣ Doesn’t feel safe
Means that you accept the reality of racism
 Wants people to have done their “own work”
  o Understands mentor’s desire but wants biggest movement possible
  o Low litmus tests + high mission drive = doing this work -- this MEANS that the
    people in our movement will make tons of mistakes
  o **The way people become anti-racist is by doing racial justice work**
    ◆ Action embeds ideas in your body
    ◆ Process of making ourselves better is lasting

• How does the mission drive get organized?
  o Racism and sexism operate through systems
  o If our drive is to change systems, need tools

**Key Concepts**

• Diversity does not mean Equity
  o Diversity means variety, tokenism
  o Equity means everyone in room can exercise power

• Equity does not mean Equality
  o Equality is a powerful value
  o Now it means sameness, similar treatment
  o Equity is about getting people what they need
  o Equality -- the standard is a white person

• Graphic: Equality doesn’t mean Justice (picture of kids at the ball game)

• Racial Justice defined: systemic fair treatment of people of all races that results in
  equitable opportunities and outcomes for everyone
  o Can’t stop at opportunity -- need to make sure the **impact** is the same
  o If outcomes aren’t good, then the inputs need to be changed

• What happens when someone says “Cop wasn’t racist”
  o Shuts conversation down
  o Physiological level -- response

• Different dimensions of Racism
  o Frequently stay at the micro level -- can’t go to the macro level
  o It stays at the personal -- was the act racist or not?
  o Internalized Racism
    ◆ Within individuals: prejudice, xenophobia, internalizations
    ◆ This is where we usually stay
    ◆ People want to talk about Sterling’s upbringing -- what made him
      hate black people?
  o Interpersonal Racism
When it becomes public (someone records a phone message)
- We get a little bit of this -- it’s about fixing the person

- Institutional Racism
  - School, PTA, family, community -- all of the rules (spoken and unspoken) are based on a white hierarchy

- Structural Racism
  - Rarely talk about this -- infused throughout society
  - Cumulative effect that benefits whites and marginalizes POC
  - E.g. wealth divide -- results from generations of discrimination and racial inequality
  - Look at how different/multiple institutions interact: they are interlocking
    - Deported parents lose their kids to foster care: ICE, CJ, Child Welfare
    - Include cultural institutions: media, Hollywood
    - Florida: voted for Obama, but didn’t change their constitution around Asians being able to own property
  - It’s about an analysis: what string needs to be pulled to undo that??
  - Counter narratives: lazy vs. what happened when people immigrated? Moved from South to North?

- Privilege and Oppression
  - Two sides of the same coin
  - It’s about power relationships

- NoVo Theatre!! Scene: freshmen orientation
  - What’s an example of internalized racism?
    - Mr. Perez -- he’s accepting the idea that black and Latino kids fail algebra by tracking these kids to pre-Algebra
    - Other kids -- accept that this is the way it is (interpersonal too)
    - Tony -- seen as a personal failure, felt helpless
    - Nary -- she has received information that she isn’t smart enough for math
    - White friend -- internalized privilege that whites are smarter

- Interpersonal?
  - Mr. Perez -- being silent about the consequences; didn’t make informational available; participating in the withholding
• What happens when a POC is in a position of power -- question of agency -- do those authorities make other choices?
  ♦ Jason -- “can’t do much” even though the tests are messed up -- maybe he would have done something if it was him -- doesn’t share that he’s heard something from white kids
  • Racism happens via inaction, too
  ♦ White kids -- have white privilege -- but they’re having conversations that validate the system

  o Institutional?
    ♦ Standardized tests
    ♦ Who is on faculty? Mr. Perez is one of the few teachers of color
      • Talk about kids of color needing role models: what we really need are white adults following the leadership of adults of color
    ♦ Policy that you can only take classes in a particular order
    ♦ Tony could perform at school, but not at the state level: poor neighborhoods become dumping ground for bad teachers -- wasn’t an investment in this community
      • His intellectual wealth doesn’t transfer to wealth in real world
    ♦ No attention to the disparity: Mr. Perez knows data but doesn’t take action

  o Structural?
    ♦ Resources are based on the property taxes for elementary zones // but the resources are pooled for high school
    ♦ Set route -- having to take pre-Algebra and then need three sciences
    ♦ Well institutionalized plan
    ♦ Best schools don’t have the rigidity; rigidity/test-prep focused schools are getting punished
    ♦ Ways that schools teach towards the test, choosing to make it dehumanizing vs. creative, generative, etc
    ♦ If Tony was in the class, what would he need so he didn’t fail?
      • But we don’t want to “save” that community -- this community needs to fill the population of the prison industrial complex -- so he needs to go into pre-Algebra
Unsure/Misc.

- Environment created as a result of white teachers (why aren’t there teachers of color?) -- institutional but also structural
- What’s difference between structural and institutional?
  - Institutional is single issue, even if it’s not single entity
  - Structural is about the collusion of those institutions, or lack of interplay -- includes racial ideology
  - It’s a strategy question: if you’re working on a structural issue, then you’re headed towards an alliance -- decide the fullness of your analysis

- Need a structural analysis to determine your next step
  - What are the inequities? Who’s hurt? Who benefits?
  - What institutions, unfair politics or practices (written/unwritten) involved?
  - What ideas, myths, or norms are reinforcing the problem?
  - How did it get this way?
  - What solutions and strategies could eliminate the inequities?
    - Many people would say “let’s fire Mr. Perez”
    - How do we get to solutions that get to the structure

- Public narratives are NARROW VIEWS:
  - Individual, blatant intentional acts, isolated incidents, immediate and obvious, and they’ve already happened
  - We need a comprehensive view: there’s institutional inequity, what’s the actual impact, infused through society (things unsaid), invisible, insidious, in the present

- Shift the focus from Blame, Shame, Guilt and Grievance to Causes, Effects, Systems, Solutions
  - Shifting from a cultural of violence to____; how do you layer in culture with a systems view? Culture brings together institutions and people, what we create together as people?
    - Culture is the reinforcer of the narrative -- can’t police how you feel
    - But individual responsibility is a piece -- how do we engage individual responsibility; how do we each step up? First: call it out: this is racism, and this is why
    - Civil Rights: at the end of this, we still need to be a community
    - Create a foundation with buy-in and shared values
    - Wheel of change: hearts/minds; behavior; structures -- change doesn’t happen in a vacuum; needs to be supported by a collective agreement
Racial justice work is not about “rooting out the racist” -- we’ll be mad and have a tiny movement
It’s not anybody’s fault, but it’s all of our responsibility to change it?

**Lunch**

**Racial Equity Impact Analysis Tool**

- 3 Critical Components that are embedded in tools:
  - **Explicit** -- can’t solve a problem that you can’t name
  - **Impact** -- that’s what matters
  - **Strategic** -- need to make a strategic argument for why this is needed; for Rinku, it’s moral; when we are trying to persuade other people that racial equity is needed, we need to appeal to morality and practicality; without that ability, we’ll always be marginalized as the moral voice/pain in the ass
    - Strategy without morality can be transactional, harmful
    - Morality without strategy won’t accomplish anything

- **Implicit bias = Unconscious bias**
  - Means: we are not aware of what is happening
  - Brains are geared towards efficiency -- we’re not programmed to know everything
  - Pervasive -- everyone has some (online test called Project Implicit)
    - People have different power to overcome their implicit bias
    - Implicit bias predicts behavior
    - You can IMPROVE your implicit biases
  - Operates within institutions and individuals
    - E.g. decision about who is right for what kind of job
  - Becomes institutionalized via practice
    - Hiring by “taps on the shoulder”
    - Staff retreat activity is always a hike -- some POC have complex relationships with the wilderness
    - Inertia drives us towards the status quo
  - To get around your own brain, need to figure out how to be equity-minded or equity-conscious
    - Proactive
    - Thoughtfully consider impacts
    - Make a workplan towards new decisions
      - Power and Privilege is a result of a lack of clarity
• Pathway to hold people accountable
  o Equity Primes as De-biasing Tools
    ♣ Judicial bench cards
    ♣ Jury instruction -- judges point out to juries that we all have implicit bias; need to be governed by facts of case
  ♣ Tool is like an environmental impact analysis -- before putting up a big building, understand impact on noise, traffic, utilities, etc
    o Prevent unintended bad consequences
    o Allow for intended good things to happen
  ♣ Examples of how this tool gets used
    o Seattle/King County devotes resources towards applying a racial equity lens
    o Iowa/CT state legislators use racial analysis when they’re considering CJ legislation that impacts incarceration
    o Minneapolis -- racial equity legislative report card analyzes each bill and then grades each member; formed an Education Organizing Collective to make the school board take up the same practice: made the school board use the analysis before moving forward with school closings; school board has agreed that they’ll do this analysis for any decision that relates to student learning or resource allocation
  ♣ Application: Debbie Smith Reauthorization Act
    o Purpose is to deal with DNA samples in violence (backlog) -- provides funds to do something with those collected samples
    o Movement is considering what we want -- what else should we get in there?
      ♣ Powers that be say this is the only part we want to/can pass
      ♣ Closing door on other provisions for victims of violence

Notes from one small group:
  o Relationship to VAWA?
    ♣ Not part of VAWA, we stuck to our guns in order to address Native women, LGBT issues
    ♣ Federal Policy to collect DNA is part of 2005 VAWA
    ♣ In VAWA, included the provision that hospitals can’t charge for rape kits to be conducted
  o Q5: CLARIFYING THE PURPOSE
    ♣ Reduce the DNA backlog on rape kits when survivors give DNA samples (10-15 years) for cases when there isn’t an identified assailant and they therefore didn’t litigate; when there’s an active prosecution, they might pull the kit
Statute of limitations varies by state
Does not reduce disparities because
  • The focus will be on a criminal/legal response
  • Concerns about the database -- confidentiality, who gets to control the data and analysis
  • Formula grant & state politics could make it applied unequally (e.g. IL received a grant -- if it goes to Chicago, where the population is more Black, Latino, etc... there will be more men of color in the database -- would be different if it went to suburbs
  • Who gets to control the analysis of the DNA analysis?
  • If CJ was about further prevention, a woman might feel safer if she knows that her rapist is in prison
    o Higher arrest rates in those communities could be discriminatory, but you would at least find the perpetrator
    o Sends the message of impunity of certain types of violence if we don’t pass the bill

Does reduce disparities because
  • The resources/facilities vary now based on economic resources
  • When they have a direct match, he would go to jail
  
Q6: CONSIDERING ADVERSE IMPACTS
  • Would encourage racial profiling: there could be a disproportionate impact on black/brown people

Q8: EXAMINING ALTERNATIVES OR IMPROVEMENTS
  • Depends on how the disbursement of funding is done -- where/how is money allocated?
    • How many “mays” vs “shallss”
    • How does this play out -- was do regulations/guidance look like? Does DOJ provide prescriptive guidance to states, which would bring in the administrative piece?
    • Harder to strike language than to add language
• What is the purpose of the bill?
  o Struggle between clearing people’s names vs. getting more people in the systems
  o At the core, this would strengthen the criminal justice system
  o This could be a tool to free themselves from the system
  o Felt an intended impact of increased surveillance
  o Is the actual purpose to solve SV crimes OR to feed the mass incarceration system?
  o Not seen as a way to reduce sexual violence because so many crimes aren’t reported

• Unintended consequences:
  o More people will be placed behind bars
  o The other parts of the bill might die, because this is the most attractive piece
  o Vague language around analysis of crimes “INCLUDING” sexual assault -- would it be used to incarcerate low income people of color for other non-violent crimes?
  o Allocation of resources -- would the allocation match up to the disparities?

• What are possible alternatives/improvements?
  o If the legislation is problematic, that there could be administrative advocacy to be differently impactful
  o If the goal is to prosecute, how much will DNA matter? Will it ID a perpetrator who isn’t known?
  o Monitoring mechanism should be built into act
  o If someone is exonerated, how does DNA get removed from the system?
  o Audit and address backlog
  o Add prevention whenever there’s any kind of intervention -- address why low income women of color are victims of violence
  o How are reservations impacted?
  o Sympathize with instinct not to incarcerate men of color, but if we don’t have DNA evidence, it will certainly be a man of color who will be incarcerated

• What was the experience of using this analysis?
  o Importance of doing a POP for people writing this legislation -- proactive
  o Raised a lot of questions
  o Being in the field and not knowing certain things; thinking about people NOT in the field WITHOUT a critical analysis making these decisions
  o Purpose beyond your perspective?

Identity Facets and Assets
• Some are assigned, some are visible, some change
• All identities are assigned value
  o Tammy’s story: in South Africa realizing that she has American privilege -- jarring; realizing that Africans don’t see unity between all Africans
• How can you leverage your identities -- privileged and oppressed?
  o E.g. Rinku’s identity as an immigrant allows her to understand the experience of outsiders
  o E.g. Rinku’s identity as an elite-educated, middle-class person allows her to raise money, open doors for other people
• What came up for folks?
  o Discomfort in using privilege that doesn’t feel gross
  o Decline opportunities to privilege without compromising value/belief
  o From someone with unearned privilege, what is my responsibility back?
  o What does it look like outside of professional life?
  o Identity of parenthood/motherhood -- get passed over for opportunities, or overcommitted for her choices
  o Bilingual -- advantage AND disadvantage
  o Having resources puts me at disadvantage in my family -- there are expectations that I have to perform into
  o Easier to flip my disadvantages for artist-identity -- allows me access to certain spaces -- more so than ED-identity, which feels limited
  o How do we flip the script and rewrite the narrative?
  o Survivorship/Witness to violence -- having that identity plays out in many ways; survivorship can allow for empathy, power, knowledge and was more effective of an advocate
  o Gender, size, stature allows me to move men/athletes who seem “unmoveable”
  o Gender, size, stature in philanthropy, however, is different: organization has made the strategic decision for an individual not to go to donor meetings -- comes across as too “urban”
    ♣ What evidence did you use to decide your presence was having a negative effect in philanthropic circumstances?
      • Became obvious
      • When he wasn’t present, the data showed a bigger impact
    ♣ How does that feel?
      • It feels shitty, but if we get the money then I can keep my staff
      • Board wouldn’t have had a voice in that, it was between Tony and Ted -- Ted was resistant
    ♣ Similar examples:
• Negotiations for a staff union: would not allow self to be “read” as a POC -- feels bad and feels responsible
• Good at coalition building and developing strategy – but then the people who she as brought to the table don’t want her to lead conversation because of language skills

♣ How to have a broader conversation -- once you’ve established the relationship, plant a seed // it’s all relational; how can it be beyond transactional (could a conversation with a trusted funder help bridge the grantee with other funders)
• Get out of binaries
  o Need to have an explicit conversation with your own team: SAY “we can’t take a white person to this meeting;” DON’T CONFLATE STRATEGY with IDENTITY/ATTITUDE
    ♣ I think you are saying that to me because YOU are uncomfortable with me
    ♣ Highest capacity -- feels shitty either way
    ♣ Let your non-receipt of credit be YOUR choice, not because of someone else
    ♣ If we have the capacity, the movement will have the capacity
  o If the strategy becomes the focus, and it crushes our humanity -- then don’t do it!
    ♣ Example: “I can’t do this to myself”
    ♣ Cost/benefit: will the strategy do what is needed?
    ♣ Wellbeing of our constituents/leaders is important within the calculation
  o In that strategy: when do you hold the strategy of change? Take this as an opportunity to change how a funder works. Calculated risk to come out with an identity -- will it make change??
    ♣ Core strength -- what’s the relationship here? Look at core strength through a lens of racial equity
    ♣ Part of calculation: if I leave this part of myself out, will I have the strength to do this work?

Review what we’ve done:
• Internalized racial oppression
• Structural racism 201 -- how does racial bias work as a system
• Implicit bias and how to interrupt (prime and assess)
• Complicated identities beyond perpetrator and victim
NOW: new ways to think about racial equity in relationship to your programs/experience?

What would women’s lives look like if all advocates had a racial, feminist, and economic justice lens?

- Leadership of our field would look different
  - More leadership and meaning for men; more places where men and women of color could connect
- Financial resources would be different: away from CJ
- ALL girls and women would be free from violence -- right now there is that intention for “some”
- More entry points/a feeling of abundance (don’t have to choose the lesser of two shitty things)
- Women don’t choose between their culture and violence
- More victim-centering that might lead to different solutions
- Government would be different
- Women would be organized differently and would prevent violence in their own communities
- Transformation of families, relationships, gender -- not prevention (seems limited); my community wants to transform/evolve while we are in relationship with each other
- Different form of accountability
- More space to work across racial difference
  - Needs assessment = issues are based on deficit
  - Programing would be different: focused on point of connection and solidarity
  - Not competitive
- More cross-movement work -- in partnership with immigrant rights, economic justice

There is fear, shame, guilt, anger around race getting in the way of moving forward BUT:

- Would it be worth it?
- Is that a compelling enough vision?
- Why? How?

Do you believe the movement/moment it is ripe? If so, why? Motivation has everything to do with what kinds of steps you will take?

- Yes: growing unease in mainstream movement; there is a growing certainty that what we have been doing isn’t working
- It’s ripening in sister movements -- especially in labor movement: understanding that if this doesn’t change, the movement will die
• Feel like a newbie, want this so bad, but hardly feel like I have what I need to bring it back to my org -- doing this with MEV is so hopeful
  o What would be needed to take hold of this?
  o I’m afraid of fear, stagnancy, lip-service -- in this room there is love, hope to work together
  o Something core: this is the right time -- change, transformation; it is core at this time; it has implications for this work as a whole; the way we get stuck in binaries, and how we think about change -- unless we commit, we can’t transform our movement to be something else
• Workshops: some things that I can bring back AND could use other messengers -- within our cohort space -- can we have similar kinds of one-day/two-day workshops for our organizations -- that would help reinforce and hold us accountable?
  o We’re always going to feel clumsy, flimsy -- ready or not, it’s all there. Need messengers/helpers AND need to commit to taking risks

Closing Thoughts
• Tammy: I think you’re more ready than you think you are; this conversation is not isolated right now; demographic shift AND people want something differently; what we’ve been doing hasn’t worked; appealing to humanity / Beloved Community
• Rinku:
  o You are bridges: the key to keeping your back strong is total self-acceptance; what matters the most is that you love yourself totally – the flawed and good!
  o Don’t be afraid to fail; we mostly fail because we’re trying to do something that the majority of society does not want us to do -- there’s beauty and learning in failing
    • Rosa Parks worked on getting justice for black women raped by white men -- never once succeeded
    • Tried, failed, no matter. Try again. Fail again, fail better -- Samuel Beckett. New spin: fail epically! Fail big, justly, lovingly -- then we’ll succeed in ways that actually matter

Closing Thoughts from NoVo
• After being outted, never talked about it; courage; profound gratitude to insist on a different way forward
• Intent and impact of MEV haven’t matched; we are committed to following through with that
  o Everything that went wrong in India
  o How can we go forward -- want leadership and thoughts on how to be different
**Forward Stance**

Norma: thinking about critical mass and resonance

- Waiting for the army: do we recognize ourselves as part of that?
- How long do you need to wait? Is everything going too fast? Is 120 years too fast?
- Conventional wisdom has kept us from our goal -- first act is self-recognition (Rinku)
- @ Strategic Thinking
  - Sociometrically -- find someone who in this endeavor you want to be an army with
  - Touch a mutual body part
  - Practice “O”
- Observations:
  - Closer together
  - Louder
  - Could feel the vibrations
  - We’re all linked
  - Pitch was closer
- Grab pillows, lie down, find a partner, feet to feet/head to head/side to side, do O
  - Part of being connected has to do with whether we are connected with something other than our idea
  - When we’re just connected by ideas, we don’t feel strongly connected to self/each other
  - Feel resonance best when we lie down
  - Connect with vibration happening in your own body-point to it; tune into vibration with your partner & make an acknowledgement; connect with vibration of other people in the room
- Observations:
  - Felt sound traveled down
  - Could feel vibration of others inside me
  - Vibration started in throat, moved to core
  - Once sound ended, felt something in my legs
    - Energy created does not dissipate entirely
  - Sensation of halo, light, warmth
  - Vibration was so strong where I was nearest my partner
• Fingertips and teeth tingled
• Calming
• Needed to quiet myself to hear partner
• Couldn’t tell where my tone ended/started, had to quiet self
• My breaths lasted long -- had so much to put out; knew to exhale based on feeling, not need
• Resonance is energy -- different phenomena will occur, including how we see things
• This is what it feels like to return to a more natural state (this all already exists) -- it needs to be brought to big endeavors
• Don’t intellectualize

Break, Dinner, Karaoke!!

**Thursday, May 1, May Day!!**

May Day w/ Andrea
• Why do we honor May Day?
  o 1884 -- AFL call for an 8-hour workday
  o Chicago -- Haymarket Affair: police opened fire, Lucy Parsons (African American, Latina, Indigenous)
• Galvanizing for Immigrant Rights -- 2006: no idea what was going to happen, so many people came
  o Organizations weren’t ready for them
  o When the moment is right, we can’t control it
• Now, Immigrant Rights Movement in a different place -- courageous, unashamed
  o Humbling experience
• Lovisa
  o South African office has the day off -- nationally observed holiday
  o Sweden: holiday -- everyone went out for marches or to be part of commotion; celebrate success of 8-hour day, vacations, etc
• No political relationship to May Pole -- Celtic festival celebrating spring
• Debbie: Lorenzo/Renzi’s bday!!
• Si se puede / Yes we can
  o Aspiration and affirmation
  o Culturally neutral

Habits and Practices
In the last couple of days, what habit kept arising that you are conscious of?

What habit were you actively attempting to grow?

Noticings
  - Connection between habit and practice
    - But co-existent
  - Asking for help to be accountable
  - Have come to think that a habit is personal -- and that others aren’t experiencing the same things
  - Connected to internalized oppression
  - Awareness --
    - NW can notice sooner and sooner when a habit is emerging
    - Instead of going to a practice, stop and reset: take a breath, feel the ground, hear sounds -- enter into a practice without the residue of a habit
  - Habits have physical manifestations
    - Paying attention to physical manifestations instead of the mind
    - E.g. focus on the neck tension, rather than “anxiety going away”
  - Practice can be reinforcing a different habit -- can take me into a habit spiral -- finding the practice that fits a circumstance
  - For internal practices -- ask someone to be a listening partner -- someone who can offer back what they’re hearing

Break

**Applied Social Change Movement Stories**

Intro
  - Telling stories -- stick
  - How do we get from where we are now to where we want to be?
  - Structures/Systems are about relationships and relationships between people
  - There are people with us, and they are in our midst: Eesha and Jodeen – and guests: Kalpana
  - Listen for how campaigns can be transformational in process and impact

Kalpana Krishnamurthy, Forward Together -- transformative civic engagement, policy change
  - Kristen knows her from Western States Center -- work to help organizations connect to their LGBT constituents
  - Kalpana knows Kelly (Western organizing), Jackie, Eesha, Andrea (Strong Families)
• New Mexico:
  o Knew very little
  o Governor: Latina, anti-immigrant, anti-choice, pro-gun -- need to be careful how much you piss her off
  o Strong Families Lobby Day in NM: people from RJ, immigrant rights, faith, young people -- talking about increase minimum wage, DL access, LGBT rights, access to education
    ♣ First time we got people across progressive movement to come together
    ♣ We want to change how our families are seen, and how policy affects our families
    ♣ Right has defined “family” as their turf -- not true! Need to take that back to talk about our families that is more inclusive
    ♣ Driven by SHARED VALUES -- this core has made Strong Families resonant with folks
      • Families are self-defined
      • Strong Families are when everyone in the family can thrive
      • Affirmative role for government: address disparity
      • Culture and policy shift are interlinked
      • Families are affected by multiple issues
  o Young Women United: RJ work
    ♣ Health = how is the body doing; Rights = legal rights, advocacy; Justice = race/gender influences reproduction, look at different solutions by starting with the most impacted women
    ♣ 1st convo: RJ-set; 2nd convo: conversation with RR folks to dismantle privilege ; 3rd convo: equity over the long term -- needed to leverage different strengths, came up with working agreements
    ♣ Need to bring in other people who are engaged around families
      • What do we need to work together?
      • 2013: let’s be together, have each other’s backs, and move policy that affects our families
      • Passed variety of legislation and defend against attacks
    ♣ Report Cards -- diversified teams
• Culture Change work
  o Pretty postcards for Mamas Day
  o Work with artists to shift culture: Mamas Day
    ♣ Make e-cards, for mamas chosen and not
    ♣ Mother’s Day is about a single mother -- Mamas Day is about everyone
• What was your experience of shifting habits/practices?
  o Had never worked at a place that uses that kind of language, Forward Stance
  o It has been a gift to shift from saying NO to YES
  o Resonated with habit of critique -- we know stuff needs to get better, but that’s not where we start from
  o Report starts with “Ask a person ‘Who is in your family? What makes your family strong?’”

Jodeen, Caring Across Generation
• Ask for help, because we are interconnected
• Invited each person to bring 4 people into the room:
  o Domestic Worker - rooted in slavery
  o Unpaid care givers - not recognizing/valuing reproductive labor
  o Someone aging
  o Someone with a disability
• NDWA conceptualized and founded CAG -- campaign came out of political education with members
• Four forces
  o Economic crisis: recession, jobs crisis -- and 4/10 of the jobs that are growing are home-care based
  o Resurgence of the right-wing: Tea Party shifting all of political energy
  o Majority-Minority by 2042: what will that look like in a broken immigration system, what are the opportunities for connection
  o Age shift: people are getting older quickly, they vote more conservatively
• False tension being created: People of color communities pitted against Retirement Security
• AZ1070: intentional polarization between elders and immigrants
• What are the movements that center these people: Immigrant Rights, Women’s movement, economic justice, retirement security, health care reform, disability rights
  o As we build power for migrants, where are the opportunities for intersection?
  o ALL of these sectors related to Home Care – this came out of MAPPING
  o What is common? (home care)
  o What is a vision of a world that recognizes the human dignity for all of these different people?
  o What kind of power can we leverage to fix all of these people’s lives?
  o Did not approach this as “how do we raise minimum wage?”
• Shift for community-based organizing: this about proactive campaigns that are not a response, but putting forward a vision
• Questions about CAG: what is it? Policy agenda to go with vision for 2M quality jobs w/a pathway to citizenship; need to change entire care system; coalition of 200+ orgs
  o A Movement Building Strategy to build power and alignment across demographics and issues, to win lasting legislative, material, behavior change AT SCALE
  o Scale was transformative -- we had been playing importantly, but not at large scale

♣ How do we expand who we are and how people see us/identify with us?
• What kind of power needs to be activated?
  o What creates transformative social change? We have to be operating at different levels: structural, behavioral, hearts and minds
  o Want to run an ORGANIZING campaign at different levels that build a base -- what makes this organizing campaign transformative is intentionally working to alter relationships as we go about doing the organizing
  o Tactical arena: field + culture change + scalable organizing

♣ Doing this work in an integrated, synced way
• How do we measure the success of organizing campaigns
  o Changes in behavior
  o Political conscious and behavior
  o Structural and systems change
  o Coalition: disability rights talking about immigration reform for the first time ever; made the strategic decision not to bring immigrant workers -- listen to seniors and people with disability

♣ Legislators wondering why THESE people are here to talk about immigration reform

Eesha: A Grassroots Case Study for Texas
• Work outside of non-profit sectors; happening by volunteers; Eesha does this work as a volunteer
• Grassroots and timely
• Access to RR -- the anti-choice strategy has been legislative and focused on further limiting/restricting parameters under which people can get an abortion
• Texas HB2 -- presented under the guise of helping women’s health, but is actually about:
  o Structural conditions for abortion clinics
  o Admitting privileges at a hospital
  o Medical abortions require 3 visits
• Bill was filibustered (Wendy Davis), then passed and is being implemented now
• By Sept 1 -- ambulatory surgical center requirement goes into effect: means 6 clinics will remain in the state
  o CRR has a challenge in
• In response, creation of **practical support networks**
  o Abortion Funds help cover the gap between right and ability to access
  o Everything other than the abortion and getting the abortion -- transportation, language, hotel stays -- is supported by Practical Support Networks
  o Sometimes called “Travel and lodging networks”
  o Scaffolding that makes it possible to get to the clinic
• People traveling distances for an abortion don’t always know the rules -- 3 day waiting period, you need your own place to stay, etc
• Strategy behind Practical Support Network
  o Grassroots, volunteer
  o May be related to abortion funds
• Connection between service and community organizing**
  o People who ID as activists, some work in non-profits
  o Link up through familiarity with funds
  o Filibuster raised awareness
• What is the social change? What is transformative?
  o Reconstruction of cultural norms -- what it does for someone seeking help to have a volunteer to talk to?
  o Reframe: a lack of access is a social justice issue
  o Story of a woman who was going to stay at bus station -- several folks spent time with her, have stayed in contact with her -- centralized her HUMANITY
  o Stigma and silence around abortion -- people who come to funds and ask for practical support often don’t talk to families/support networks
  o Having someone to talk to is cultural work -- help of the stranger (NM: faith connection)
  o Economic justice lens: RR is not complete, because this is a matter of being able to access/afford it
• Intersections
  o Statistics bring attention to who is left out: rural, POC, immigrants, Rio Grande Valley -- because there are immigration check points on every freeway x miles out from the border
  o How to talk about who gets abortions? Women: there are people with uteruses who need abortions who don’t identify as women; want to make sure they feel included in a support network
• Closing
  o Because it’s difficult to get stories from the people who have been impacted (longstanding issue of funds-stigma) – Network has folks who are volunteers who can tell THEIR own stories
  o Ask for accountability with economic justice and economic rights organizations
  o While they’re doing this, trying to end family cap in CA -- these strategies are of a piece: the underlying element is to have the children they want and parent the children they choose to have

Question: What’s coming up for you? What do you already know/what do you want to explore about transformative approaches?

Lunch

Forward Stance
  • Who am I? Who are we?
  • Movement spaces can feel artificial because people make different rules about the culture of the space; folks become different people when they are in movement spaces
  • Norma’s assertion: I believe we can follow different rules and still coalesce together

Dance routines!

Clearing Conversation about India
Opening/Set-Up
  • Nicole’s reminder of invoking truth and love
  • Use everything that we have; it is a space of practice
  • We have enough tools to practice together
  • Bring everything we have to bear
  • Be explicit; understand impact; and be strategic – what is the strategic request that I am making in the moment?
  • We don’t have to respond to someone’s request in the moment; just mark it and come back to it
  • Subject: the arc of India
  • Practicing calling in
  • It is never about throwing anyone away
  • How do I say it with both authenticity and love; how do we continue to bring that practice into this space?
  • Not get caught in the binary; good and bad; not either or – being present to what it is
• If someone calls you a horse’s ass, you can shake it off; if you hear it three times, might be time to buy a saddle
  o First time I was called a bulldozer I said it is your problem because you can’t keep up or it’s about your oppression; and then I heard it again and said oh, there might be something there
• There is more than one narrative
• Feedback is simply information; and information is neutral
• Structures we’ll use:
  o NoVo
  o TRG
  o MEV Faculty
  o Cohort
  o (Apne Aap)
• Choose an anchor: Make an agreement about the support that will work for you.
  o Be specific about what you need
  o Soothing technique such as rubbing the back sequesters/calms a feeling
  o Support like holding the small of the back allows someone to be present with it
• Not trying to rehash every detail of every story; trying to land the incident and the impact and the strategic request that is being made
• Continue to layer the lens of race; we may have blind spots; expect real-time coaching from facilitators
• “My experience is… and my request is”
• Stretch out hand/arm into circle if it resonates with you; not about agreement, just resonance; something that is stated does not need to be repeated; take in – don’t defend; after the feedback is received – is there response? “I acknowledge” or “thank you”
• Q: feedback sometimes has a negative connotation. A. Feedback is specific to my experience of you, not necessarily negative; how do we transform our work? Truthful feedback. Let’s go and be ok with a few mistakes.

With NoVo
• My experience was complicated; dynamic when host org is a grantee; felt I was being paraded around; encourage different thinking about relationship with host org. (coaching – anything else about the impact?) I felt like I couldn’t show up in ways that I wanted to because dynamic was problematic; felt less like an exchange, and more performance-based; occasionally tense; wasn’t clear how the engagement could occur without compromising me, Apne Aap, or NoVo
• I feel that in this space Puja you have different identities – NoVo and as a South Asian woman; (coach: in this space, NoVo and as a South Asian woman working at NoVo)
• I felt that there were ways that we could have had different relationship with Apne Aap; we could have just had time with them, and could have built more of a bond to deal with issues; if there were a connection that could have alleviated a lot
• Because we were storming, I was self-conscious, not a great house guest
• Am sad that we missed opportunities
• Sitting with the fact that my experience is that some of these things were raised a long time before the trip, in the working group; the fact that some of them were not explicitly addressed made me feel that my input was not valued; some of those dynamics were viscerally playing out and I felt I didn’t have influence
• I appreciate when I hear you; I think you take up too little space; I value your critical analysis; I have empathy for all of the dynamics; sometimes you drown too far back; it has been helpful when you have come into the conversation
• The majority of my interaction with men was negative; I had a wonderful time with certain individuals – on a social level; very little opportunity to really talk about men and their work; hope for inclusion of men’s experience
• A lot of dynamics between Ruchira and staff that impacted the trip; know that it is complicated; could feel the active figuring out; it impacted us, and am also concerned about them
• Am still processing why – lack of humanity in the way Apne Aap in dealing with assault; lack of debrief, lack of system, process
• Struggled with press and media and the points where they showed up; felt unprepared; point when we visited the school problematic; piece around race looking for interaction of white cohort members with students
• My experience was feeling disconnected; American privilege voyeuristic experience; I really just wanted to engage with people; in a way that would feel more authentic; an exchange; stuff I have been struggling with, thinking about
• The roles and relationship between MEV and NoVo have not been clear to me; would be helpful; feel unsure about how to participate because I really want to respect and challenge in the right ways and I don’t know how to do that; feels complicated to say that I struggle with how to talk about how NoVo has proactively reached out to support me around the assault and it is complicated
• I sometimes get stuck in my head and I am now stuck in my gut; having a white queer woman and a South Asian woman with me meant a lot, felt comforted, and I appreciate it; don’t know how to parse out the feedback; moment after Sonagachi, felt fright or flight impact – when I heard that misinformation was given to the two trafficked women, it was the most challenging political moment for me; we need to be educated
about race and power before we go; I was struggling with my feelings of disempowerment; feel so loved and so hurt; want to work with you and be your friend and ally to work this out

- Reflections from NoVo
  o (coaching – we are not bad people)
  o Don’t know how to respond adequately; very grateful; I feel how hard it must be to articulate these things and reflect on them
  o Very much take responsibility; the phrase that “mistakes were made” does not adequately cover it; so much to be done; it is not the moment to bring up everything
  o Feeling of failure
    ♣ (coaching – we carry the burden of our representation; remind us of the layer of the daily dynamic)
    o I am deeply committed from the bottom of my heart to do whatever is necessary to make the changes that we need to make; it felt really important for me to be there because I really wanted to hear from everyone; and I did not want Puja to take all of this alone

With The Raben Group:

- My experience in this cohort and program has been wonderful. Want to take opportunity to thank each of you for taking care of us so I can show up. Similar to what has already been expressed. Multiple calls to discuss race class power and privilege; at times it was unheard. Dismissed but didn’t know what to do. Appreciate design and planning and process.

- Particular thing I want to lift up: request to recommit to program felt insulting. Felt like there was some punishment in that. That act was a misguided use of power. Lift up the impact it didn’t feel right or good.

- In terms of India, self care: the pace was so unlike the mode we are trying to practice. I remember checking in about self care practices and tai ji. Also Sonogachi.... The value that I am so attracted to in MEV was lacking and I felt a lack of accountability around it. Damaging physically spiritually.

- I also want to talk about feelings of how much work it took to talk about India. It’s been 7 months. I am happy we are here but it was pushed back and not valued to talk about. For me it was we will do clearing later... wondering about that. That goes around the question of what shared leadership looks like... with the cohort and even in India... the scheduling with Apne Aap. Because there is so much opposition and then it happens it feels like there is a lot of resistance. Getting clarity about collaboration and shared leadership.
• What is the impact on you as a leader? Some of the values: taking that forward and learning from those experiences. The values I love and see in some parts want to see practices. Shard leadership in India.

• I feel like you were put in a really untenable position trying to navigate with a strong personality that runs Apne Aap and also trying to navigate concerns from this side. I want to acknowledge that and I feel like the impact of that was the schedule that we had and I could see the reasons for that. When we articulated the need for space and different scheduling options, I felt like we were being culturally insensitive or rude; not being sensitive. As a result, cohort 2 would be branded a pain in the ass or unreasonable.

• As someone in the India working group I have racked my brain for how this could have had a different outcome. All I can say is that I felt like participation I was asked to give was tokenized and was filling in gaps if there was space. I don’t want to say that was what was intended. It put me in difficult positions with allies in other movements. So there were a lot of missteps with relationships and allies. There was a sense of loss with the relationships I wish I had had.

• I wish we could have come together to say this is what we most hope for in this convening. Next time I wish we could start with our hopes for the space, how do we create that together? What are the conversations that are most going to get us there? Starting with different questions might have gotten us to a different place.

• I feel rushed from the beginning of the program. There is a program in place and this is where we are going and we are going to get there; that program was put together without our input. Multiple occasions we have said to slow down, we need time and there has not been time for that. Including the conversation around race, power, class and privilege. I feel like this thing is going like this and I want us to slow down and see if we can develop alignment. It took a lot of work to get here. And I think there is still something missing about transparency. Even with design team I wish we could say woo hoo! There is something missing and I don’t know what it is. On the Design Team, I felt tokenized. There is a good intention and openness but I feel like there is something missing and there hasn’t been transparency. I also want to see part of work trying to do: what is my responsibility in creating a space that is more clear and transparent.

• Resonance around power and if there was equitable participation in terms of decision making.

• I have two thoughts about india.... but I will start with the unique experience of being a South Asian women in India. Had a lot of anxiety about that position on the trip. Because there was no formal space to navigate it some of that was visible to you a few minutes ago and we found spaces to be together but that came with frustration, hurt and pain. Wherever the next place is that the cohort goes for people who will be
impacted in that way to have structural time before during and after. Both invisible and hypervisible in different ways. Made it really hard to be anything else on the trip. The three of us could have and did support each other in different ways but it was in spite of the design rather than because of it.

- I think it would be very helpful if the group had also held some of the racial lens. It’s held outside of the main team sometimes. I also think you guys are the main ones designing and thinking of us in those ways. Often times those things can be thought of by others. It seems like to me those things are held by others.
- I experience and observe within the team there are really clear and distinct roles and I respect that. And, roles are always messy. I feel like the cohort has not been tapped into the way we could have been for naming the messiness of the roles we are living in. The impact has been around so many missed opportunities for strategy. People talk about things like the media in India; what a great opportunity that could have been to talk about something else (strategy conversation). I am missing that in this space. I feel disassociated and not sure how I engage in this space.
- Another thing I want to say to Lan: I feel really sad about the role that you were in in my room. I feel like it’s related to the India working group’s call for an emergency plan. I saw how it impacted the group in other ways. I’m not sure what the request is.
- One thing I am having a gut feeling is there was one step removed from NoVo. But there is a different block here. I am picking up something around hesitancy. Have we said all we need to say?
- Challenge of creating efficiency and having agile relationships.

- I want to offer something that is not well formed. I have found it difficult that your team is separate from the work rather than part of the work. Somehow one step removed. The head and the body are not fully integrated together. Extended design team didn’t feel like an integrated team. Didn’t feel like we lived into our full potential. Individually and as a collective. Can we do this differently and see our roles differently. And I feel like the work is somehow different than the program. And I also feel like the program is the best shot we have to do the work differently. There is a connection here.
- Lack of ownership for the work that has happened.
- I have one thing to say to Lan. Over the past year and a half I have found myself craving more of your voice in this space and not knowing how to interact with you and your role. And I feel like I haven’t been able to ask, I don’t know why. I have wanted your voice for an impact in the work. I know you have a logistical role, and I find myself wanting more than that and not knowing what to do with that.
- Reflections from TRG
  - I am still absorbing.
I have a lot of gratitude for everything I have heard. And I am pleasantly surprised about how much resonance I have with what I have heard. And I hear that the hope and the promise of this program can be better and it is in practice. When I sat down Maura said “this is the work,” and I believe that.

I think I want to say thank you for sharing. I know it feels risky. I feel appreciative, trusting the relationship and we are working on impact. With love you can hear the truth. And I would like a request of you all. What is tricky about folks not knowing what they can say what they need and when the intent is to create the opportunity... or to not have heard along the way that it was not working... I am going to create space to ask questions. And I will say it back to you. I don’t want to miss the feedback.

I am curious taking the example I offered around call for more integration of race class power and privilege. I’m curious about how that did not feel clear. SO I can be clear about how I am communicating. And then at a certain point I resign myself. I am wanting to understand more about how I communicate that.

I hear that if it feels like a resource bag... who would ask 3 times? The race, class power and privilege piece was always there.... It was in the Theory of Change.

(coaching) experience neither wrong or right .... No one’s intention to cause harm. Intention was there; experience was there that had an impact.

I was trying to respond to what could be different when someone asked for a specific example. I don’t feel defensive I feel lost opportunity... wanting to learn how can we do it better.

Can I offer what I am hearing? Question around: moving forward how can it be different? How will it look different for both parties? It’s a very live conversation. For some folks the extended design team is really different.... For me it was fundamentally different. So it would be to check back... with design team folks and others... does it not feel different?

I see those as details... how will it be different? Feel hesitation in this second round as well. What I am hearing ... if someone is repeating things and they are not being heard. I am listening for how we can shift dynamics in the group. In the midst of change we are in the process of change.

Two specific things: Jodeen what you said I would love to touch base with you ore about it. Eesha, thank you for trying to help me on my practice. Part of my role is logistics but another part I take seriously is cohort liaison and crafting the cohort experience. I have felt a tension within my job and then how much power
and agency I have to do it: that’s something I want to set up for the next person to do well. Something I struggle with is wanting to do my job well and wanting to be in these spaces and often I prioritize doing my job well. So I want to appreciate and hear it. Another note I want to work on and continue to sort out.

- For India specifically, there are so many things that went wrong that could not have been predicted. I myself and we as a team were not in a better space to hold all of the things coming up. I was in survival mode before the trip. And then it was like: you have to dig deeper. I could have been in a better space going into the trip. I did my best. So I think moving forward: hearing all of this, everyone did their best, and what is the set up that is different and for the rest of our time together?

- Last piece of feedback:
  - I want to respond to what was said. We have made a decision to disconnect with our plans. Really tried to let it go and engage you all. Starting with the survey, looking at what a new plan could look like. I feel like we are behaving differently. Convening 5 is yours to do what you want with it. I hope you see us as resources. We are shifting our stance really, and I hope from there we can practice together.

With the Faculty:

- I want to put another request. Part of it is to the cohort and to this team. I feel mindful there is another group after us. It would be really helpful to have transparency about how that cohort is selected. And what role we can have in that? It’s connected to the conversations around race, class power and privilege and who will be in the room.

- I have a lot of respect for the time, energy for getting the program where it is. Hear that you’ve made changes and/but don’t get the spirit that this was the right thing to do. Feel like if it hadn’t been pushed in different ways the changes wouldn’t have been made. Spirit of having to do something vs spirit of doing something because I feel like it’s right. Disconnect will remain. Will not step into the full possibility. REQUEST: for you to hear that and look at the spirit you’re bringing to the changes that are being made. Are you leaning into those changes? Do you find that they’re the right changes, not the changes you’ve been forced to make?

  - Impact of that statement – want to throw up. So personally painful to hear that. If there was resistance, it was fidelity to the people we interviewed and people who was involved and tried to hold all that.

  - I feel like we’ve falling into a dichotomous dynamic. The original view vs. what’s coming up in our cohort. Never in a space where we were having a convo with both of that in the room. The original vision is not thrown out the window –
that’s not the right path forward. Not getting the benefit of both. Feel responsibility for not holding enough space for how the goal and visions might evolve given the people in this room.

- I want to offer gratitude and appreciation for all of you and how much each of you that you’ve brought to the program. Thank you for how this convening has felt a little different – it has felt collaborative. Want to say thank you and general positivity I’ve felt.
- Norma, I missed you dearly. The pace and self care – sometimes it takes someone to say no and have clarity. Kristen, I would love to see you show up more. You were needed in India for your gifts. Maura, you were everything and did everything – exhausting, wonderful, and also felt unfair. Had empathy and grateful. Rachael, thank you for pushing our group to get us to this space. Some of the spaces you pushed us into didn’t have the net – everyone was responsible for holding that net, not just you, but we did leave really unsettled. Maura, I feel like we struggled and kept showing up in India. We’ve had a clearing, a space that I’ve gone back to and draw strength from. In the relationship I’m seeing a model of collaboration and relationship that I appreciate.
- Really appreciate everything you did and tried to do, that worked and didn’t work. Your hand was full. Have nothing but love for how you handled everything. Very challenging trip. Turned out to be a very rewarding trip in a whole host of ways too.
- Inclusion and expansion of the faculty. More leadership from each of you in each convening. Appreciate that there are more people who are guiding us and bringing expertise.
- One thing that didn’t work as well was the incorporation of cohort leadership. Know we tried to work it out. There were some ideas that were put out about how daily conveners might help us throughout the day and somewhere in the middle that just fell out. I felt like I had a lot to contribute and had prepared to step into that role. Felt disappointed that I wasn’t invited into the preparation circle. Felt off balance – like I was supposed to lead but didn’t know how. Started to question my own ability to be a leader and that the way I was being a leader wasn’t what was expected/wanted. Impacted how I showed up the rest of the trip. Work together before the trip to figure out how to set.
- Accept self responsibility – feel like there’s an inside and outside of the group. There’s something that happens when you ask people to volunteer/self-identify. Constant shifting terrain of leadership. REQUEST: keep exploring and checking in on how it’s working. What I saw Rachael and Monica model about being explicit about their shared leadership. More explicit naming. Haven’t seen that in other faculty. I watch decisions being made and I can’t tell if someone else has been shut down. Feels really uncomfortable.
- I feel uncomfortable with the way the tone has shifted. We joke about how a best director’s work is invisible. I’ve felt uncomfortable with the way the concern about the
leadership of the program. It’s easier to praise the people who are present. Most of the work behind the project is invisible by Pamela, Puja, Jackie. What Heidi said about the shift being mechanical also resonated with me, and want to recognize their work.

- What I shared during our break. If you could think about the work we’ve been doing all week and looking at institutional structure and less about the individual. I associate the shift to that. Power and structure more than an individual.
- It’s around how we processed or didn’t process our experience with Sonagachi. That space wasn’t held well. There was inadequate space and time to process that. I felt very upset about that and how the space was held. Going forward, I hope there would be more/better space held.
- Reflections from Faculty:
  - Have been hungry to be in dialogue about the experience and my leadership. For after Sonagachi, that was the wrong call and I want to hold responsibility for that. I left it all on the field and took a long time to recover. If I could make an ask, it would be to learn more from you about how I take up leadership as a queer woman of color. Request for partnership. Want to name resonance with what was named – the split from Jackie – don’t want that.
  - I’m thankful for the feedback. It has meant more than I can express the trust that you put in me to join and offer my advice. I take responsibility for my role in making decisions that contributed to hurt. Thankful for the relationships. I look forward to doing better.
  - Sitting with the layering. Feeling connection in all directions. Woke up feeling like there are people in this room who love me and I love something about everyone in this room. I needed that coming into this room today and not shy away from that. Thinking about that and how hard it is to let that show. Feel it to the right degree and not be overwhelmed by it. It’s a journey to know what to bring to it we’re all trying to figure out how to bring what we have to offer to the room. Useful to hear what you want more of. Also useful to hear what I’m bringing too much – too controlling. Need mirrors.
  - I’m sitting with the difficulty of when you talk about structure – there are still people who sit in to represent the structure. That’s the only chance you have to change anything. Structure cannot change itself. I and others not named are responsible for decisions and how to deal. Everything said in this room, I take responsibility for. Impact for me: there have been times when I’ve genuinely questioned my ability of what I could bring, but also whether I belonged or not. I’m very keenly aware that the questions that have been brought up, I’m only connected to it in the way that it affects all humanity. I do not live in that reality. I question whether I have anything to provide you. This is the central question.
You cannot proceed for what you want to do without untangling this knot. What part that isn’t clear is whether I should be here or not. Particularly because for my community this is the opportunity for us to step up. Have been torn about my sense of responsibility to each of you on a humanity basis and where it is that my heart takes me. I’ve had some struggle with that. All of this has been complicated. I want to honor the ways in which I’ve observed and experienced each and every one of you advancing along the line of humanity just in the last few days for it to be possible for us to sit here and say these things. For me to feel like if I said it, it would not be an intrusion on your space. I take the open question with me, more than anything else. I ask for your patience in our continued struggle together.

- I’ve been struggling with structure and human being. First round showed up as structure and second more as a human. Want to recognize that you were speaking for other people. Even though it hurt me, I hear it.

(break)

With Cohort 2:

- When I was in India, I was going through the experience of being from the first world, and feeling the privilege. I didn’t feel much resonance around that and I am curious about that.
- I have something to say about myself. I come from an old school group of organizers. When you say something out of my line, you apologize publicly for the blunder. The last day when we were with Apne Aap, we were checking out, and I was in a bad way. I start feeling the privilege, we were questioning their practices. I said I didn’t like it, I said that I was sick of white women crying, and it wasn’t right. There is a purposeful conversation, I should have just stayed with what I was saying, but I shouldn’t have said that. The time didn’t happen to apologize in that moment, so I apologize for my timing, how I said it, and what I said. I am here to hear how that impacted you so I could grow.
  - I remember that and I have thought about it, how you showed up and how I showed up as well. If I remember correctly, I had a pretty aggressive response, and I have thought about what the inquiry would be to hear about what stands behind it.
  - As a person in that moment, it was traumatic and it happened very fast. I wasn’t sure about my role, though I had a bigger lens and understood both situations very much. I think I am showing up so much in this space to rectify my silence at that moment – to offer a lens when I can. I feel guilty about not showing up.
In that moment, it was complicated and hard. It was hard to sit with what that meant.

- I struggled with the caucuses because we never got back together.
  - The bigger impact was that there were others who felt that way but it was unspoken.
- I have an apology for the group. I think my core strength is thinking fast, and I seized a moment in Sonagachi that shouldn’t have happened that way and I feel bad that I didn’t consult the group.
  - I felt it was so brave and I felt you were acting for us.
  - I have also been thinking about that moment and the panic in that moment. I feel complicated about stepping in. I was stepping in without checking as a way of clinging to some control of having impact. I feel it has created some hardship of relationship. It was hard to read the survey comment about the white privilege of walking around. It felt hard, resonant, and complicated. I want to talk about it.
- Take this opportunity to call myself in. Stepping in first way too much. Not being really clear about my white privilege and western privilege. I have learned so much about it. Am really appreciative of the space for making those mistakes and learning from it.
- I wish I had not gone to Sonagachi. That was the accumulation and it was an unraveling of what is harm. And it was horrible to have been there.
  - Appreciate your saying it aloud and I feel badly about your handling it by yourself. I request your assistance in continuing to share..
- An apology to the South Asian sisters on how I showed up and took space in your country, without asking you. (Lots of resonance.)

Closing: One thing I heard, felt, or saw

**Friday, May 2**

Kristen: Woke up thinking about the Cubs, closing pitcher
What makes you a good closer?

- Staying in the game until the end
- Remembering why this game matters in the future/big picture
- Had to stay warm for the whole game
- Be fresh at the end
- Everyone is counting on the pitcher
• Closer only comes in if you’re winning; his job is to maintain the lead -- not lose what we’ve accomplished: Don’t blow it!!

Invoke the closer in all of us!!

Tai Ji Move 2: Look Back to the Past
• Pushing it out towards the art
• Instead of celebrating this week, looking forward to next convening

Reflections: What does this mean for you? Looking for clusters/areas of resonance:
• New ways of being together – habit and practice in movement leadership
• Strategy – transformative, with racial equity at the center, thinking about the inter-relationship
• Story and Mapping
• Network
• Program Design

Discussion
• Like how you grouped it – this whole discussion of racial justice at the center
• Feel critical mass: new ways of being together; strategy; mapping
• Racial equity connected to program design
• Reminds me of the exercise where we clustered (sociometry) – everything is connected and there all points of critical mass, and there are points reaching out further...
• Like how it’s labeled the north star – our single focus – the last girl – and if we weave all these pieces together we can have the effect that we want, which is helping the last girl
• Knowing that these are all connected and that we have connection with each other, we may be making different choices – find different clusters of people who are excited about working on different clusters – working toward CS5 – find where you would put yourself right now.

**Mapping/Strategy Group**
Tony, Monique, Heidi, Cristy, Eesha, Nicole, Rachael, Andrea, Kelly, Sandra, Lovisa, Debbie, Jodeen

• What’s most exciting for us to map is the relationship to other movements: who will bring a racial equity analysis into this work
• By Sept, we could do some of that mapping -- ID orgs/people for the next cohort
• Map some good solutions (not false); false solutions frequently lack the racial equity lens
• What is the work of cohort vs. sub-group?
  o Does the sub-group create the process for what happens at CS5?
  o Good to get a range of answers from the full cohort
• Mapping should be in service of the strategy
  o Strategy is for making strong, sustainable connections to other movements
  o Identify points of entry into other movements
• Cross movement (above)
• Racial Justice -- cross movement could serve that, or they could be different
• Need a POP -- what is the outcome that we want? The questions that you ask shape the outcome
• Other voices?
  o Look to other movements -- but there’s distance between other stories and our story;
  o Need a solid articulation: we don’t have “what worked, what didn’t work...”
  o Need to identify what’s politically possible
• Look for expansion where there is already overlap
• 1--MAPPING TO FIND ENTRY POINTS -- internal movement building
  2--WHAT ARE THE THINGS WE WANT TO DO? -- external impact
• Clarity about what we mean when we say “our movement”
• Lots of violence that isn’t physical -- repro, pay equity
- We need to be centered before we get more comprehensive
- Would need to sharpened vision/focus
- Would a draft map help us answer that question? Let a map help us tell the story
  - Different pieces: movement vs. within MEV; brought together by different anchors in our work
  - What could help us get clearer in our remaining time together?
    - What does internal work look like? Can folks name where there’s energy and excitement for?
    - Split into two groups: MEV program, What is our movement, what are the movements with intersections to us
    - Internal: means movement-focused
    - Different learning styles -- could some people come with something, and then the group engages with it
  - Headlines
    - Something else about racial equity that hasn’t been named yet
    - Considering a split: internal and external
    - Will mapping get us to RJ strategies? Will it perpetuate gatekeeping?
    - Next step: find clusters of affinity
    - Allow folks to play -- come up with a shared definition

**New Ways of Being Together: Habits and Practices in movement leadership**

Trina, Sher, Archi, Klarissa, Marcia,

- What draws you to this group?
  - More conversation about structure and people – what are the conversations that are useful around that? Both important, both integrated. Feel an increased investment in habits/practice because we are talking about.

- Norma- what kind of characteristics do we need to have as individuals and a group to do this kind of work? We have a glimpse of what we would need to have as a group to think about
  - Building on self love, self acceptance – know and be comfortable with who it is that you are (the Who am I question); Human beings and structures are interconnected; if the human beings who are operating in those structures don’t have awareness, structures can continue to do more harm.
  - Norma – In a human development cycle that is 601 – to dismantle the structure that is within you is to unleash the full potential you have as a human being to
do ANYTHING. You would have to have strong motivation to do that and understand where it is going to take you.

- I won’t be able to be my most effective if I am not liberated.
- Norma – not only what we think is necessary; but your gauge about readiness / appetite.
- The inner work – more introspective work – inward as well as how to work together.
- Internal component as well as what the external facing
- Some shared ways of being
- Need to understand my internal stuff – until I have a deeper understanding of that, can free myself from some of that – accept myself and love myself – can only be so effective – need some individual liberation
- Norma – structure doesn’t exist without people; if you free yourself from the structure – can create change
- In order to build and be impactful, need a collective, in order for that collective to be healthy, we as individuals need to be healthy
- Instinct that the first step is to look at our attachment to the structure – where are we in the structure? Where is the structure in us? That will empower us then to look at the structure in a different way; what needs to change about the structure/system and how are we going to do that.
- What is the work that needs to happen to change the power / structure (can do work on myself, hope that changes the WE but also need to look at the power – who is defining the WE)
- Norma – part of what you are asking is: Who decides what happens when all of this unfolds. You liberate individuals for the purpose of them taking on whatever needs to be taken on – based on what you can see is needed. If you look at the way decisions have been made in the past as the way decisions have to be made in the future, then you have not been liberated. Critical mass – deciding what to do with your new liberation has to do with.
- Test an idea: we do individual transformation, together. The hope is that when we are transformed together. And there is a critical mass of us who sees the new way forward. We will build the new way forward.
- If the mind is controlled, that’s how folks oppress you. Once the mind is liberated – once the internal way of seeing self is changed, then you have a different way of being in the world.
- Individual transformation – not in any old direction – it’s also about how each of us plays into the system and how the system plays into us.
- Decolonizing our minds.
• Want to make sure we don’t go to our mind too much. Intellectualization. Stay with our heart and soul. Our potential.
• Brings us back to our conversations around core strengths – love for support and help to know ourselves.
• What else do we want to do between now and then?
  o The pre-work questionnaire felt shallow for me.
  o Norma – going more down the Who Am I
  o Where do I stand in this world? What power do I carry? Would be helpful to have prompts/ non-peer coaching. Would be great to make more progress in the interim
  o Robert Gass transformation: Hearts and minds; structures and behaviors
  o Annika – understanding our strengths, assets and power -- integrate what is in this space around our strengths, assets and power – could this be mapping our collective assets and power
  o Norma – and all the ways in which you believe is limited...
  o Klarissa – how we communicate with each other (intent versus impact; explicit, impact, strategic) like to think more about how we are communicating with each other in circle, and how that impacts outside the circle
  o Norma – yes, start practicing outside the circle ....

Report Out
• New ways of being
  o We have to do work to understand our relationships with the structures; need to seek liberation from the structures so that we can answer questions of change differently
  o Who are we?
• Strategy/Mapping
  o Need more time to land affinity groups -- what’s the type of work we want to do?
  o Sub-group: mapping; how do we start from a place of conversation
  o Confused/Frustrated - how does racial equity get to mapping?
  o Different kinds of work: started getting lost; put a focus on mapping but it wasn’t capturing
  o Lots of different pieces: more mapping, everyone should do mapping, look at strategies
Next Steps

Immediate Follow Up

- Following the convening, we will be sharing a Notes Packet, as well as photos and other useful resources.
- Please be sure to submit your reimbursements to Lan as soon as possible! The faster everyone sends in their forms and receipts, the faster you all get your checks.

Network

- Aimee had a great meeting with the Bay Area/West Coast Movement Makers to talk about the Network the week before Convening 4. Debbie and Lovisa were both in attendance:
  - Cohort 1 is thinking about their work moving forward: leverage points, and what infrastructure needs to be built up around that; wants your input
  - Imagery of a cloud: lots of possibility, become aware of each other’s existence and activity
  - A new way to take on large, intractable problems
  - Not just about building bridges
  - Allows for anyone to take action: new way of taking our work to scale
  - Love the idea of experimenting – somewhat mystifying
- Aimee has emailed everyone to schedule additional Network meetings in the Mid-West and in New York. These sessions are a chance for you to weigh in on and refine the draft Network Design. Please respond to those Doodles ASAP.
- Several Cohort 2 participants have joined the Organizing Local Communities Working Group: Cristy, Jodeen, Monique, Eesha, Lovisa, Marcia, and Andrea from Cohort 2 and Beckie, Patti, Tamar, Priscilla, Nancy, Corrine, and Aimee from Cohort 1.
- Trina, Scheherazade, and Kelly will be part of the Girls Working Group!
- Nan will be sending more information about the work to Engage the Center.

Research

- The movement is lacking public opinion research, which is useful to devise effective social change strategies; NoVo is committed to investing in a growing body of research over the course of the program to address this gap and is commencing research to build on the foundation laid in cohort 1.
- We are treating this as one of several opportunities for collaboration with Movement Makers across cohorts. Annika, Archi, Leiana, Nicole, Patti, Sandra, Shakira, Ted have joined an advisory group for this project.
- In the first round of research, we learned that while a majority of voters are with us in spirit, something is holding them back from action. As we think about building a
powerful base of people who will demand, create, and sustain the bold changes we aspire to, we need to have a deeper understanding of the barriers and opportunities related to engagement.

- Over the next few months, we’ll be working with Lake Research to engage in focus groups and a survey that will help us gain greater insights on those questions. We had initially been planning to also work with a psychologist on this project to get to gain a deeper understanding of motivations. Unfortunately, she has had to step away from the project for personal reasons.
- This go-round will include both qualitative and quantitative research among all adults (not just voters).
- We plan to conduct a nationwide online dial survey among 1000 adults, with oversamples among African-American, Asian American, Latino, and Native American populations. This survey will be available in multiple languages.
- We’ve held an initial kick-off phone meeting with our advisory group and are in the process of planning an in-person meeting to dig deeper. In addition to the existing advisory members, we have room for an additional 4 Movement Makers to join this brainstorming session. If you aren’t already on the advisory committee and have an interest in influencing what we test in this research, please reach out to Michelle ASAP.
- We expect to work with the advisory group to ensure this research is accessible and applicable to our current work even as we lay a foundation for future strategic thinking. The results from the research will be shared out with the entire MEV family at Convening 6 and then with the larger community after that.

Organizational Development

- Your OD work is important!
- We’re always looking for ways to integrate and apply learnings. There will be time for us to bring what we’re struggling with into the OD work. Your coach can be a resource for that.
- We’re gearing up for OD project proposals in the next several weeks:
  - Let’s celebrate that many organizations have submitted plans and been funded!
  - Want to hold up APIIDV proposal: it’s a strong plan and will be available to everyone as a model via your OD coach
    - If folks are amenable, we can share plans on the Community Space
  - Proposals submitted by June 1 will be considered in early July; proposals submitted by June 30 will be considered in early August – please submit by June 30, unless you need to work out something different with your OD coach
- Hearing that folks are dealing with some similar themes/trends: transition, shared leadership, fund development, management, board development, internal alignment,
strategic thinking, team building, shifting culture, integrating new lens... We are looking into the possibility of creating more space to engage with one another on this work. Let Maura know if you are interested in helping to move that forward.

**Convening 5**

- We will be working on our design for Convening 5 in the near future and want to solidify the extended design team
- When we initially invited folks to volunteer for the extended design team, we framed it as covering the design for both c4 and c5 and the design for convening 4 was developed in that context
- So far, we have Cristy, Klarissa, Monique, Marcia, Jodeen and Scheherazade on the extended design team while they are all prepared to continue in this role, they are also all happy to make room for others. If you’re interested in playing a role to design Convening 5, please be in touch with Jackie by 5/15

**Convening 6**

- As you know, Convening 6 will be the first week of December
- The convening will ONLY be Cohorts 1 and 2; we want to take this chance to ground ourselves as Movement Makers and to think about the impact we can make together and how best to organize ourselves to do so
- We hope that this will take the pressure off of feeling a need to land product and create something for the movement
- We will be bringing together a cross-cohort design team to develop the design for this program and will send out an open call with a sense of the commitment/ general plan in early summer; if you have interest, please step forward!
- We wanted to let you know how this relates to Cohort 3
  - We’ll begin recruitment and selection for Cohort 3 after Convening 6
  - We’ll begin design for Cohort 3 this summer, and will create spaces to hear feedback and suggestions from Cohort 1 and 2 members
  - We hope that as a result of this timing we will all have a strong understanding of the foundations of Cohort 1 and 2’s work in relation to the work of Cohort 3

**Outreach and Engagement**

- **NSAC** – We have a team of Cohort 2 folks (Tony, Kelly, Scheherazade, and Nicole) who are moving ahead with the National Sexual Assault Conference this August in Pittsburgh. We’ll be following up with these folks to see how we can be a resource.
- **Blogs & Storytelling** – We recognize that to date, blogging hasn’t worked well for everyone. We wonder if there’s a different approach.
Suggestion that if blogging externally hasn’t worked for you, you might instead try sharing your thoughts in community with each other; like a test blog post (similar to Nicole’s recent piece on Love and Truth which she then later felt comfortable turning into a blog for a broader audience). It might resonate with folks, or provoke conversation, which would help strengthen our community internally. And, if folks then feel comfortable sharing a version of that out with others (cohort 1 or beyond), that would be a bonus. This resonates with our group’s preferred learning styles: small group “testing” works best.

Other folks have ideas about how to make the blogging more enjoyable/engaging/meaningful:

♣ Scheherazade can help with a plan for how to tell our stories creatively
♣ Archi is interested in documenting/sharing the process we’ve been through: what can be learned from a group of well-intentioned people who went through transformation? Could this be a follow-up of sorts to the Robert Gass article – but a bit more toothy?
♣ Eesha: could we use other media? Interviews, etc
♣ Trina: has experience with media that could be an asset here
♣ Kelly sends her blogs to other coalition directors; recognizes there is curiosity about what’s happening in this program. Could help think about ways to share.

Michelle will reach out to this group (Sher, Archi, Eesha, Trina and Kelly) to help think through how the external storytelling is happening.

Closing Exercise

• We are all leaving something behind (adding an entry to the timeline)
• We will all take something with us (choose a postcard with a word written on the back)