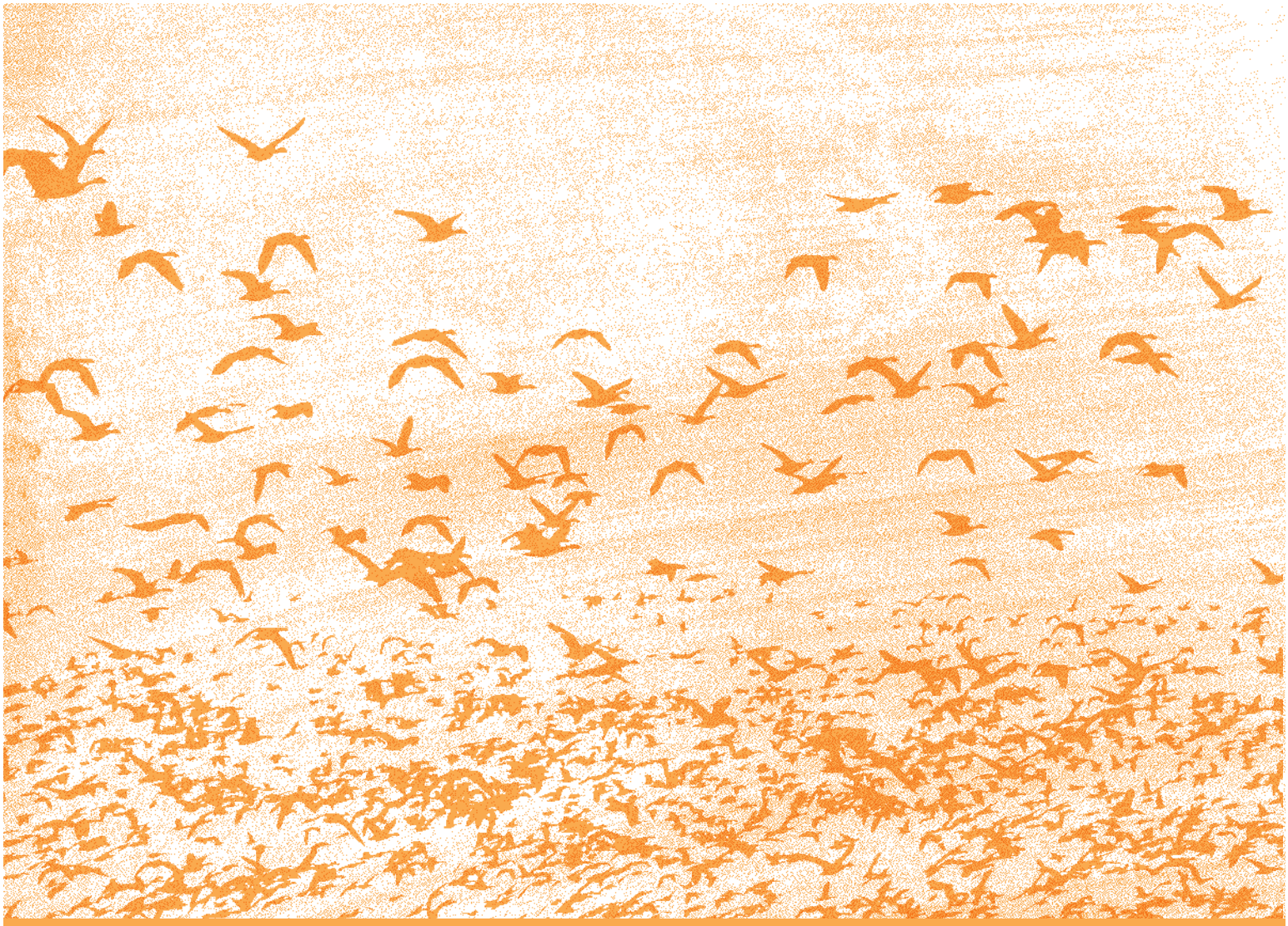

CONVENING 1 **MATERIALS PACKET**

June 15-19, 2015

MOVE TO END VIOLENCE
a program of the NoVo Foundation

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WELCOME TO CONVENING 1

Welcome Letter

Outcomes of convening

Overview of the week

NoVo Foundation
create. change.

Dear Movement Makers,

On behalf of the entire team at the NoVo Foundation, congratulations! We are incredibly proud to support your vision and leadership, and we look forward to working with you as you embark on this exciting journey ahead.

Move to End Violence grew out of our vision of a future in which all girls and women have the opportunity to live free from violence, create change in their communities, and lead the way to a better world. This vision lies at the very heart of our foundation and drives everything we do.

Yet it is not a vision that any single organization or leader can accomplish alone. Ending violence against girls and women requires nothing short of a movement, across sectors, across communities, and across our country. You are at the forefront of that effort, and you join an incredible group of movement makers working in many different fields to drive long-term change together.

We hope that you can use this experience as an opportunity to step back from your daily efforts, find new space to align with others around a collective vision, gain motivation and inspiration to nurture yourself and your work, and build capacity for long-term change.

We are so excited to begin our work with you. Together, we can create a world where all girls and women are safe, respected and able to reach their full potential.

Welcome.
Sincerely,

Pamela Shifman
Executive Director

Outcomes of Convening 1:

- To meet, be **welcomed into and oriented to** the Move to End Violence program initiative
- To begin understanding the importance of a **beloved community** in this work and to begin the work of practicing and becoming a beloved community
- To begin understanding the **principles of movement building** and to begin the work of discovering our role(s) and ways of being in a movement of liberation that ensures all girls and women are safe and valued and everyone can reach their full potential
- To begin understanding and experiencing the principles and ways of **transformational practices** and work that create impactful change from the inside out
- To cultivate a working relationship to a **vision of liberation** in which all girls and women are safe and valued and where everyone can reach their full potential

OVERVIEW OF THE WEEK

	AM												PM												
DAY	7:00		8:00		9:00		10:00		11:00		12:00		1:00		2:00		3:00		4:00		5:00		6:00		7:00		8:00
1 Mon 6/15		Breakfast		WHO WE ARE: INTRODUCING OURSELVES THRU LOVE NOTES AND CONVO (1.75)		INTRO BELOVED COMM (.5)	Break	STORY OF MY NAME, OUR NAMES (1.5)		Lunch		INTRODUCING 60-40 STANCE AND TAI JI (1.5)	Break	CULTURE IN A BAG (1)	Break	CULTURE IN A BAG (1.5)			Close (.25)	Dinner					
	7:00		8:00		9:00		10:00		11:00		12:00		1:00		2:00		3:00		4:00		5:00		6:00		7:00		8:00
2 Tues 6/16		Breakfast		Tai Ji	Break	Reflection		CONTEXT & GROUNDING (1.25)	Break	Intro to OD (1)		Lunch	Break		60-40 STANCE AND SELF CARE (1.5)		Break		Core faculty Fishbowl & Reflection (2)				Break	Dinner			
	7:00		8:00		9:00		10:00		11:00		12:00		1:00		2:00		3:00		4:00		5:00		6:00		7:00		8:00
3 Weds 6/17		Breakfast		Tai Ji	Break	VISION/HORIZON (1.5)			Break	MOVEMENT, HORIZON AND PIVOTS (1.25)		Lunch			BUILDING RESONANCE CROSS-COHORT (2)			Break	PHYSICAL PRACTICE AND REFLECTION (1.25)	Headshots		Break		Dinner			RESONANCE ACROSS COHORTS (1.25)
	7:00		8:00		9:00		10:00		11:00		12:00		1:00		2:00		3:00		4:00		5:00		6:00		7:00		8:00
4 Thurs 6/18		Breakfast		Tai Ji	Break	MOVEMENT MOMENT - OPPORTUNITIES AND CHALLENGES (1.5)			Break	BUILDING A BIGGER WE, ESSENTIAL MOVEMENT CONVERSATIONS		Lunch	Break		BOWL OF LIGHT (1.5)		Break		REFLECTION AND POSSIBILITIES (2)				Break	Dinner			ORGANIZED FUN: BONFIRE
	7:00		8:00		9:00		10:00		11:00		12:00		1:00		2:00		3:00		4:00		5:00		6:00		7:00		8:00
5 Fri 6/19		Breakfast		Tai Ji	Break	EMERGENT AND NEXT STEPS				Break	CLOSING & EVALUATION		Boxed Lunch to go														

ABOUT MOVE TO END VIOLENCE

Movement Maker Poster

Network Map

Biographies of NoVo Staff , Program Staff, Core Training Team and Organizational Development Coaches

Theory of Change

Logic Model

MOVEMENT MAKERS – **COHORT 1**

Ted Bunch
Co-Founder
A Call to Men

Priscilla Gonzalez
Director of Organizing
Communities United for Police Reform

Neil Irvin
Executive Director
Men Can Stop Rape

Leiana Kinnicutt
Program Manager, Children & Youth Program
Futures Without Violence

Suzanne Koepplinger
Catalyst Initiative Director
George Family Foundation

Tamar Kraft-Stolar
Director of the Women in Prison Project
Correctional Association of New York

Dorchen Leidholdt
Director, Center for Battered Women's Legal Services
Sanctuary for Families

Beckie Masaki
Associate Director
Asian Pacific Institute on Gender-Based Violence

Nancy Nguyen
Executive Director National Communities Against Domestic Violence
BPSOS-Delaware Valley

Corrine Sanchez
Director
Tewa Women United

Joanne Smith
Founder & Executive Director
Girls for Gender Equity (GGE)

Nan Stoops
Executive Director
Washington State Coalition Against Domestic Violence (WSCADV)

Aimee Thompson Arevalo
Founder & Executive Director
Close to Home

Patti Tototzintle
Chief Executive Officer
Casa de Esperanza

K. Shakira Washington
Director of Research & Community Outreach
Human Rights Project for Girls (The Project)

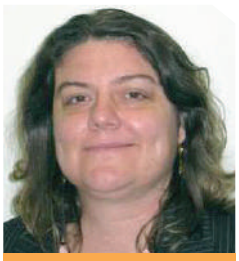
MOVEMENT MAKERS – **COHORT 2**

Cristy Chung
Program & Operations Management
Asian & Pacific Islander Institute on Domestic Violence (APIIDV)

Annika Gifford Brothers
Senior Director of Policy and Research
National Resource Center on Domestic Violence

Trina Greene
Outreach and Engagement Manager
Move to End Violence

Debbie Lee
Senior Vice President
Futures Without Violence



Heidi Lehmann
Consultant

Nicole Matthews
Executive Director
Minnesota Indian Women's Sexual Assault Coalition

Kelly Miller
Executive Director
Idaho Coalition Against Sexual & Domestic Violence

Klarissa Oh
Executive Director
OAASIS, Oregon Abuse Advocates and Survivors in Service

Jodeen Olguin-Tayler
Director of Advocacy
Demos

Eesha Pandit
Writer

Sandra Park
Staff Attorney
American Civil Liberties Union Foundation

Tony Porter
Co-Director
A CALL TO MEN

Archi Pyati
Director of Public Policy
Tahirih Justice Center

Lovisa Stannow
Executive Director
Just Detention International

Scheherazade Tillet
Executive Director
A Long Walk Home

Marcia Olivo
Gender Justice Coordinator
Miami Workers Center

Monique Hoeflinger
Executive Director
Just Beginnings Collaborative

Andrea Lee
Co-Director
Mujeres Unidas y Activas (United & Active Women)

MOVEMENT MAKERS – **COHORT 3**

ML Daniel
Program Manager
Faithtrust Institute

Sandy Davidson
Advocacy Learning Center Program Manager
Praxis International

Cristine Davidson
Business & Development Specialist
Minnesota Indian Women's Sexual Assault Coalition

Lorena Estrella
Program Coordinator
Sadie Nash Leadership Project

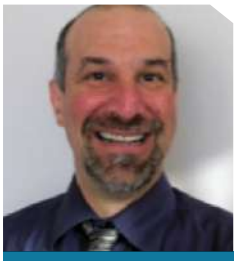
Alexis Flanagan
Assistant Director
HopeWorks of Howard County

Ed Heisler
Executive Director
Men As Peacemakers

Vivian Huelgo
Chief Counsel, Commission on Domestic & Sexual Violence, Task Force on Human Trafficking
American Bar Association

Ariel Jacobson
Development and Communications Director
Restaurant Opportunities Centers United

Vivian Jojola
Senior Program Director
Just Detention International



David Lee
Director of Prevention Services
California Coalition Against Sexual Assault

Patina Park
Executive Director
Minnesota Indian Women's Resource Center

Maria Rodriguez
Executive Director
Florida Immigrant Coalition

Ana Romero
Director of the Central-ized Training Institute
Chicago Metropolitan Battered Women's Network

Lynn Rosenthal
Vice President of Strategic Partnerships
National Domestic Hotline

Edith Sargon
Director of Impact
Wellstone Action

Andrew Sta. Ana
Supervising Attorney
Day One

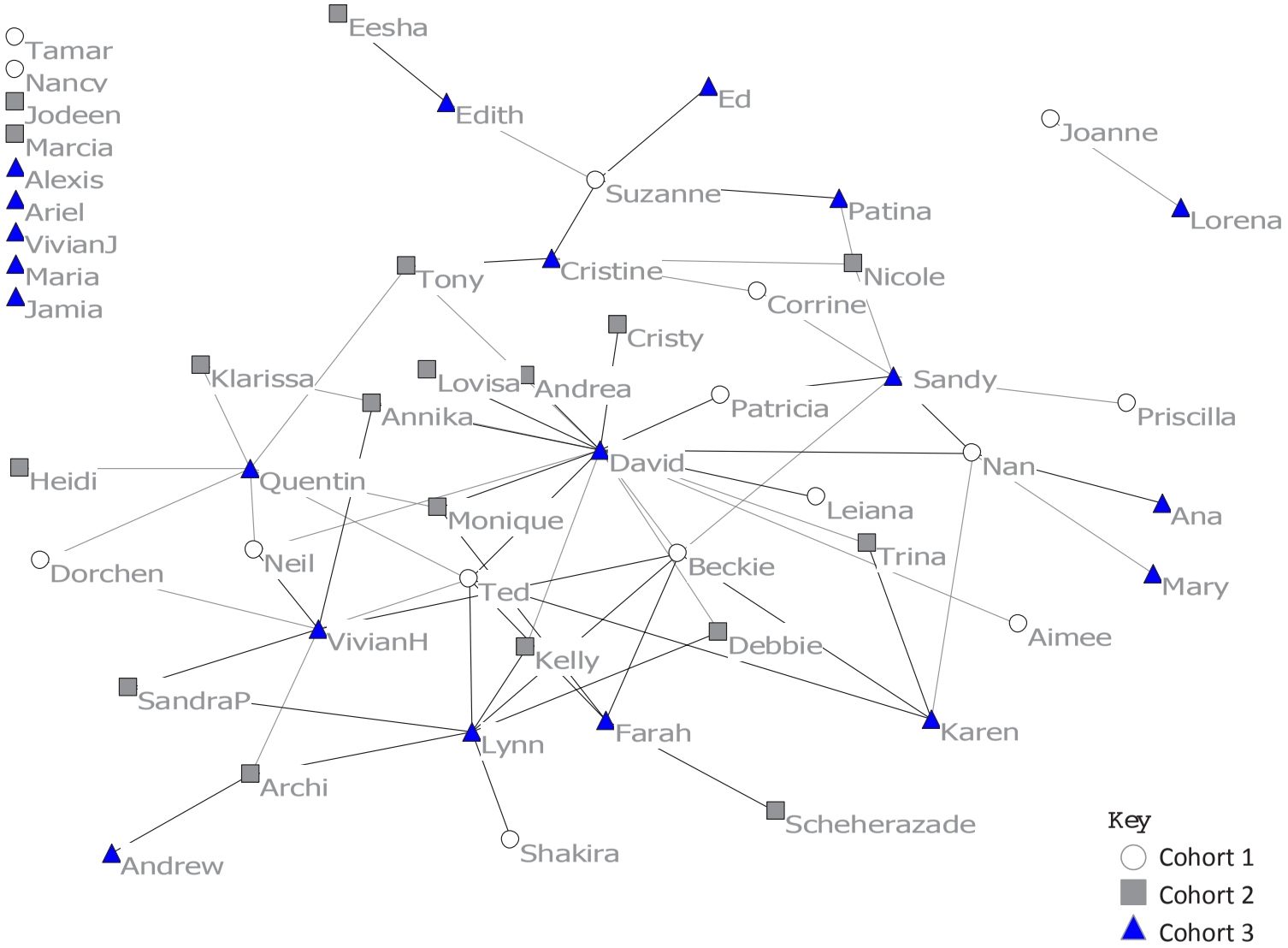
Farah Tanis
Executive Director
Black Women's Blueprint

Karen Tronsgard-Scott
Executive Director
Vermont Network Against Domestic and Sexual Violence

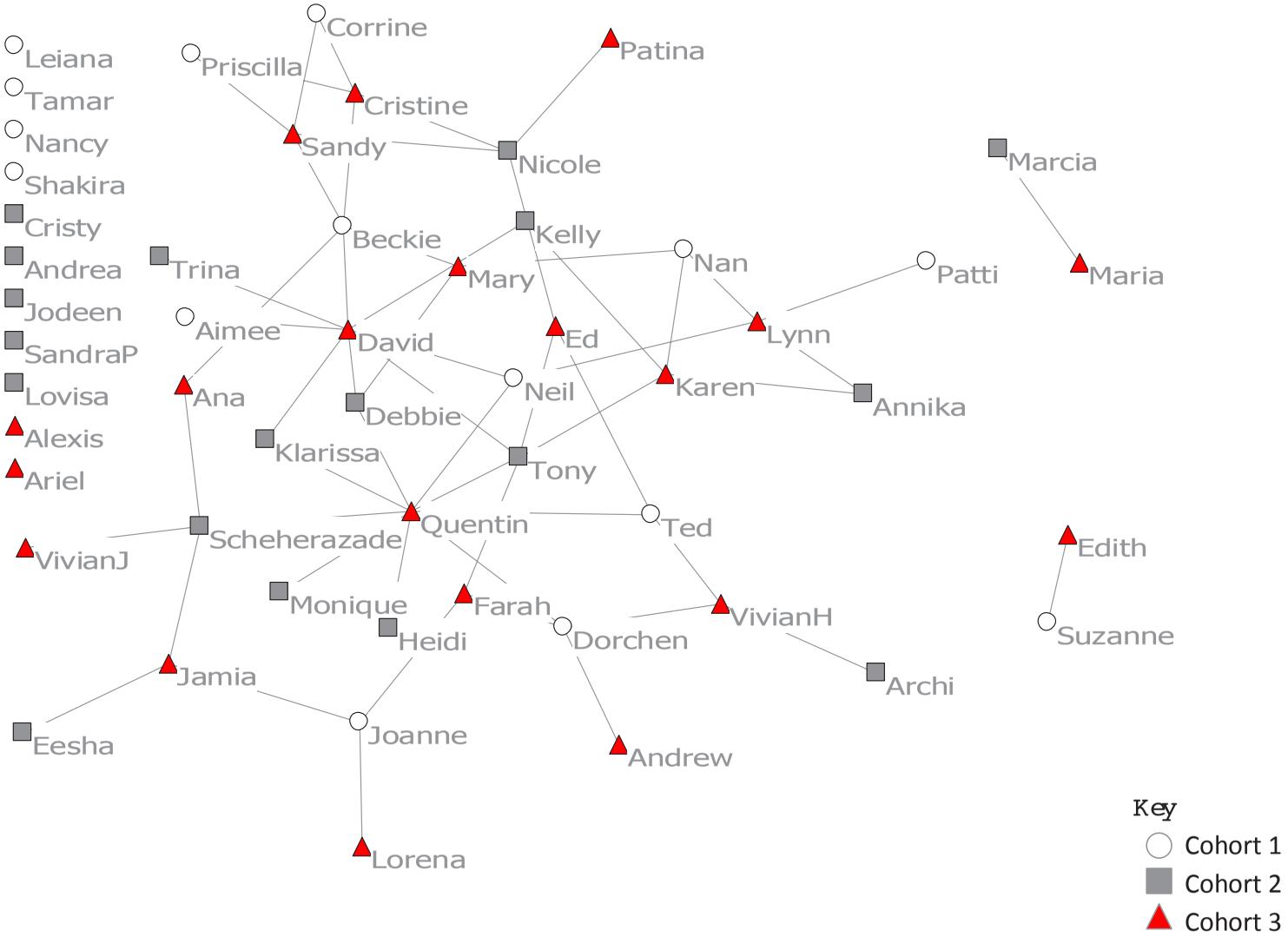
Quentin Walcott
Co-Executive Director
CONNECT

Jamia Wilson
Executive Director
Women, Action, & the Media WAM

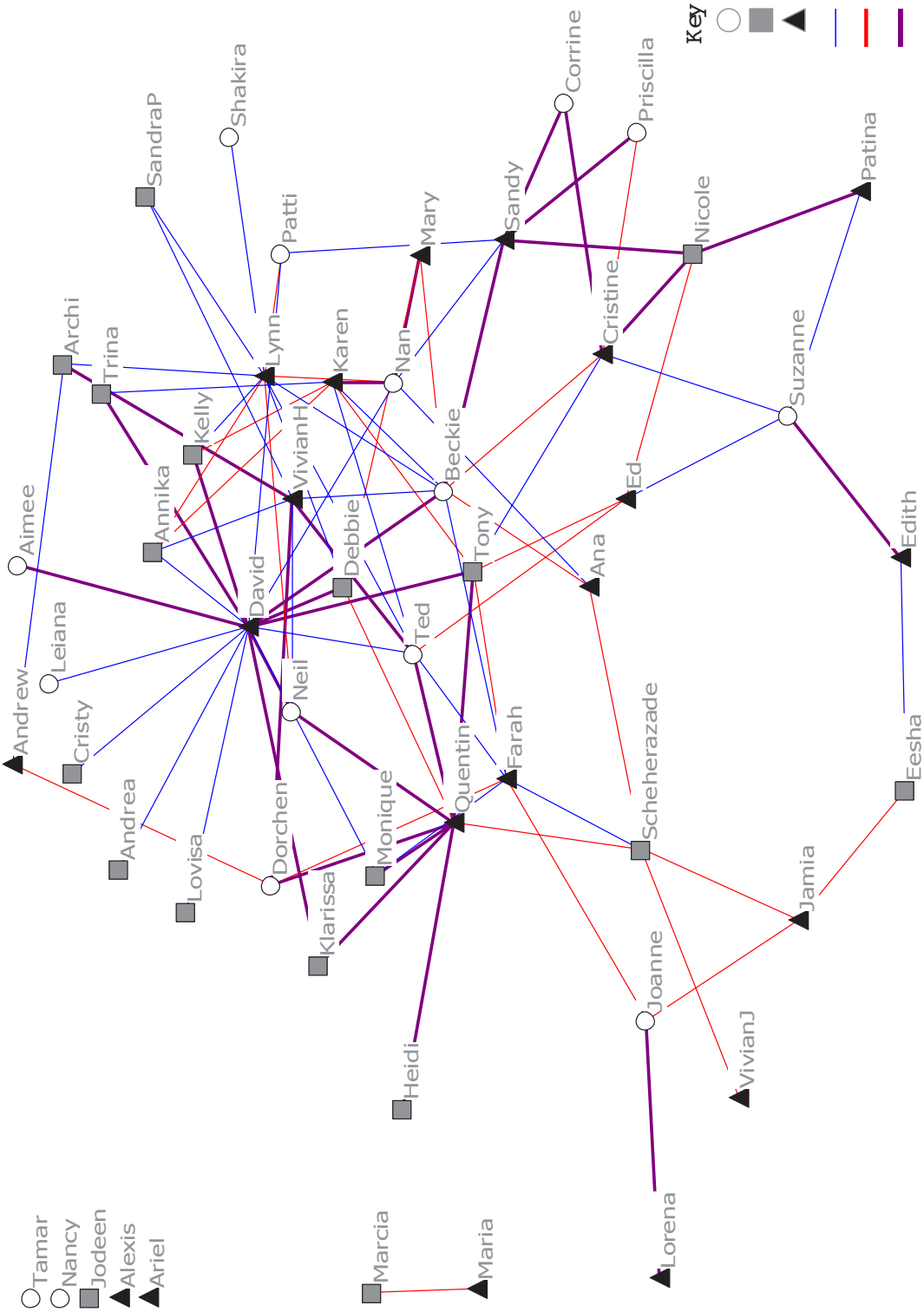
Cohort 3: Informal Connections to Cohort 1 and Cohort 2



Cohort 3: Formal Connections to Cohort 1 and Cohort 2



Cohort 3: Formal and Informal Connections to Cohort 1 and Cohort 2



NOVO FOUNDATION STAFF - INITIATIVE TO END VIOLENCE AGAINST GIRLS AND WOMEN

Pamela Shifman serves as the Executive Director of NoVo Foundation. Pamela previously spent 6 years at UNICEF Headquarters, where she led UNICEF's efforts to end gender-based violence in conflict-affected settings including in Darfur, Eastern Congo, Uganda, Liberia, and Sierra Leone. Prior to joining the UN, Pamela served as the Co-Executive Director of Equality Now, where she focused extensively on trafficking of girls and women and convened a coalition of organizations for passage of the first US legislation on trafficking in persons and the UN Transnational Crime Protocol on Trafficking in Persons. From 1996-1998, Pamela served as legal advisor for the ANC Parliamentary Women's Caucus in South Africa where she supported development of South Africa's first post-apartheid legislation addressing domestic violence, and led a National Campaign on Ending Violence against Women.

Pamela is the author of several articles on women's and girls' rights, including Trafficking and Human Rights in a Globalized World (Oxfam Journal of Gender and Development) and Sexual Violence in Conflict and Post-Conflict: A Need for More Focused Action (Refugee Survey Quarterly). Pamela is the recipient of the 2011 Lucretia Mott Award from Women's Way and was named as one of the 21 Leaders for the 21st Century by Women's e-News.

Pamela has taught Women's Studies at the University of Michigan and at Hunter College, and she holds a B.A. from the University of Michigan and a J.D. from the University of Michigan Law School.

Puja Dhawan is the Director for NoVo Foundation's Initiative to End Violence Against Girls and Women. Puja was previously the Senior Program Officer for the U.S. Human Rights Fund at Public Interest Projects -– a donor collaborative that provides strategic field-building support to social justice organizations engaged in human rights work within the United States. Puja joined the U.S. Human Rights Fund when it first launched in 2005, and over the next four years helped build the Fund's grantmaking, program, and fundraising work.

Puja has also done consulting work on developing domestic human rights funding and advocacy strategies. She authored a 2010 report for the Asian Law Caucus on integrating domestic human rights into the Asian American advocacy community, and consulted with the International Human Rights Funders Group.

After law school, Puja worked as a Staff Attorney at Bay Area Legal Aid, where she represented battered women in their family law proceedings, and worked on gender and caste discrimination in South Asia at Human Rights Watch. She earned her J.D. from NYU School of Law and a B.A. (honors) from the University of Michigan, Ann Arbor.

Jesenia Santana serves as program officer for the NoVo Foundation's Initiative to End Violence Against Girls and Women. Prior to joining NoVo, Jesenia spent a decade at STEPS to End Family Violence, where she worked with survivors of domestic violence and trauma. As the legal services coordinator for the STEPS' Alternatives to Incarceration (ATI) program—the only ATI program in the country designed specifically for survivors of partner violence—she helped lead defense-based advocacy efforts and provided trainings throughout the country on the unique barriers survivor-defendants face.

Jesenia went on to serve as STEPS' manager of advocacy services and senior policy advisor, overseeing a team of counselors and advocates. In that position, she helped develop and manage three projects: community-based services, a re-entry program for formerly incarcerated survivors returning home, and innovative court-diversion programs for survivors charged with prostitution. She also worked closely with an array of community partners to develop policy briefs and reports that sought to impact institutional responses to survivors of abuse and trauma.

Jesenia is committed to advocating for systems that eliminate the criminalization of survivors of violence, and is currently the co-chair of the Violence Against Women Committee of the Coalition for Women Prisoners. She holds a B.A. from Wesleyan University and a Masters of International Affairs, with a concentration in Human Rights, from Columbia University.

Hannah Giorgis serves as Assistant for the NoVo Foundation's Initiative to End Violence Against Girls and Women. She graduated from Dartmouth College with a B.A. in English modified with African and African American Studies. Hannah headed the campus Women of Color Collective, where students of color and allies worked to foster communal appreciation of individuals' intersecting identities. As an intern at the Center for Gender and Student Engagement, she collaborated with student groups and administrators to execute gender-based programming and advocacy. Hannah spent time conducting ethnographic research about systems of discrimination at educational institutions, and enjoys reading as much Toni Morrison as she can find in her spare time. When not blogging or attempting to scout New York's best Ethiopian restaurants, she can be found in your friendly neighborhood poetry lounge.

PROGRAM STAFF

Jackie Payne is the Director of Move to End Violence. Jackie began her career in post-apartheid South Africa, working on issues related to gender equality, women's health, and economic empowerment. In 1997, Jackie became staff attorney at the Legal Assistance Foundation of Chicago, covering a range of matters, including domestic and sexual violence, public benefits, housing, and consumer protection. Jackie then joined the NOW Legal Defense and Education Fund in Washington, D.C., where she led a national coalition of community-based organizations dedicated to addressing the gendered-roots of poverty in America. Jackie also chaired the national coalition to end domestic and sexual violence and helped lead the successful campaign to reauthorize the Violence Against Women Act. During this time, Jackie also served as an adjunct professor at Georgetown University, teaching Gender, Equality, and the Law.

In 2003, Jackie was recruited by Planned Parenthood Federation of America to run its 50-state advocacy program. In this role, Jackie set the Federation's state policy agenda and enhanced the capacity of the 100-plus affiliates to engage in effective advocacy. In 2006, Jackie was promoted to Director of Government Relations, taking over responsibility for the entirety of the Federation's state, federal, and international policy work. She left the Federation in 2009 to undertake this initiative for the NoVo Foundation.

Jackie received her bachelor's degree in Business Administration from the University of Illinois and her Juris Doctorate from the University of Michigan Law School. She is a trustee of the Patsy Takemoto Mink Foundation and serves on the board of the Women's Funding Alliance.

Michelle Lambert is the Communications Director for Move to End Violence. For more than 18 years, Michelle has worked exclusively with non-profit organizations, foundations, and government agencies to create high-impact and memorable communications for some of today's most pressing issues.

Before joining Move to End Violence, Michelle directed her own consulting practice providing organizations working on progressive issues with a full-range of services– from strategic planning to implementation. Her clients included the African Wildlife Foundation, Alliance for Aging Research, Family Violence Prevention Fund (now Futures Without Violence), the Jane Goodall Institute, Metro Washington Council of Governments, New Buildings Institute, and the Reproductive Health Technologies Project.

As an account supervisor for DDB Worldwide's Issues and Advocacy practice in Washington, D.C., Michelle helped issues-based clients promote their causes. Working with the David and Lucile Packard Foundation on a multi-faceted national campaign, Michelle helped launch two award-winning websites designed to raise awareness about international family planning. One of the sites launched with a live webcast from the White House with Former President Clinton.

Michelle began her career focusing on environmental-related clients, including the U.S. Environmental Protection Agency, where she helped lead the introduction of the Energy Star brand, now a household name.

Michelle holds a B.A. in Anthropology, with a minor in African Studies, from Connecticut College. While at Connecticut College, Michelle volunteered on the local hotline for domestic violence and conducted a semester-long independent study of survivors of domestic violence in the community.

Emily Napalo Cavanaugh is the Director of Operations for Move to End Violence. With a background in women's rights and reproductive health, Emily has contributed to communications, lobbying, and strategic planning projects for women's issues-focused organizations such as the Center for Reproductive Rights, the Breast Cancer Fund, and Women of Color United for Health Reform. A recipient of the National Council for Research on Women's fellowship for the next generation of women non-profit leaders, Emily aspires to use her career to advance social justice advocacy goals.

Previously, Emily served as a senior associate for Planned Parenthood Federation of America's Public Policy Division. In that capacity, she provided assistance to the director of government relations, tracked key legislative activity related to the Federation's policy priorities, and managed departmental communications with congressional offices, Planned Parenthood affiliates, and coalition partners. Prior to her time with Planned Parenthood, Emily worked at the Feminist Majority Foundation as the assistant to the executive.

A magna cum laude graduate of Georgetown University, Emily holds a Bachelor of Arts in women's studies, with a minor in French. While at Georgetown, she interned for EMILY's List, the National Organization for Women, Women for Women International, and Tostan. Her Georgetown experience was defined by her commitment to the Georgetown Solidarity Committee, a campus-based workers' rights organization.

Trina Greene Brown is the Outreach and Engagement Manager for Move to End Violence. Trina has worked in violence prevention for the past 10 years, managing multiple local and national initiatives. Before coming to Move to End Violence, Trina served as a Director for the YMCA, incorporating violence prevention education focusing on resiliency in the Department of Youth Development. Formerly a Manager at Peace Over Violence, a social service agency dedicated to the elimination of sexual and domestic violence and all forms of interpersonal violence, Trina co-authored a female empowerment curriculum, Be Strong: From The Inside Out and contributed to the second revision of In Touch With Teens, a nationally recognized relationship violence prevention curriculum.

She has held a national leadership role in directing Start Strong: Building Healthy Teen Relationships, the largest initiative ever funded to prevent teen dating violence and abuse by teaching 11- to- 14-year-olds about healthy relationships. Trina served as a Lead Organizer for the Building Healthy Communities, a 10-year, $1 billion program of The California Endowment. In this role, she recruited and organized cohorts of youth activist facilitating their political education, and equipping them with the tools necessary to engage in systems change and political action. One of their youth organizing campaigns went viral, garnering over 1-million views on YouTube, with the youth providing testimony to advocate for comprehensive school safety with Congressman Mike Thompson and Mayors Against Illegal Guns and The Law Center to Prevent Gun Violence.

Trina earned her Master of Arts degree in Communication Studies, Film and Television Criticism from California State University, Los Angeles and her Bachelor's degree in Communications from UCLA.

Oanh-Nhi Nguyen is the Program Associate for Move to End Violence. Before joining this team, Oanh-Nhi was the interim director and teacher of the broadcast journalism program at Convent of the Sacred Heart School in Greenwich, Connecticut.

With six years of film and documentary experience, Oanh-Nhi developed a passion for digital storytelling and ending violence against girls and women. She coupled this passion by working on the Global Clothesline Project documentary, which documents the stories of domestic violence survivors from various parts of the world. Her work in violence against girls and women includes volunteering with the Coalition Against Trafficking in Women and interning at the United Nations Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict, AEquitas: The Prosecutor's Resource for Violence against Women and the Peacekeeping and Stability Operations Institute, where she was published in the PKSOI Journal.

In 2012, Oanh-Nhi founded a youth violence prevention program for 120+ participants in Pennsylvania and was selected as a semi-finalist for the Peace First Prize, a Nobel for young people. Oanh-Nhi graduated from Dickinson College with a double major in International Studies and Policy Management.

Oanh-Nhi currently serves on the Seattle Chapter Workgroup of the National Asian Pacific American Women's Forum (NAPAWF) and on the Board of Directors for the Council for American Students in International Negotiations (CASIN). In her spare time, she screenwrites, enjoys running and hiking – Seattle weather permitting!

CORE TRAINING TEAM

Monica Dennis is the Co-Founder of The Spirit of A Woman Leadership Development Institute, and is an expert in cultivating sisterhood, leadership and healthy racial identity in girls and women of color. She serves as a training consultant, facilitator and keynote speaker for organizations who seek her expertise in creating culturally-relevant and sustainable Rites of Passage and mentoring programs. She is the creator and facilitator of the Sojourn 4 Truth: The Journey To Self™ empowerment process which offers workshops and retreats that address the multi-layered impact that racism and sexism have on women and their families.

Monica has spent the last two decades training, and providing leadership development to organizations and communities focused on racial justice and equity. She was a Core Trainer with the People's Institute for Survival and Beyond, a renowned leader in the movement to end racism. Her work focuses on shifting from a personal to a systemic analysis of structural racism and understanding its impact on intersecting oppressions.

Trina Greene Brown is the Outreach and Engagement Manager for Move to End Violence. Trina has worked in violence prevention for the past 10 years, managing multiple local and national initiatives. Before coming to Move to End Violence, Trina served as a Director for the YMCA, incorporating violence prevention education focusing on resiliency in the Department of Youth Development. Formerly a Manager at Peace Over Violence, a social service agency dedicated to the elimination of sexual and domestic violence and all forms of interpersonal violence, Trina co-authored a female empowerment curriculum, Be Strong: From The Inside Out and contributed to the second revision of In Touch With Teens, a nationally recognized relationship violence prevention curriculum.

Jackie Payne is the Director of Move to End Violence. Jackie began her career in post-apartheid South Africa, working on issues related to gender equality, women's health, and economic empowerment. In 1997, Jackie became staff attorney at the Legal Assistance Foundation of Chicago, covering a range of matters, including domestic and sexual violence, public benefits, housing, and consumer protection. Jackie then joined the NOW Legal Defense and Education Fund in Washington, D.C., where she led a national coalition of community-based organizations dedicated to addressing the gendered-roots of poverty in America. Jackie also chaired the national coalition to end domestic and sexual violence and helped lead the successful campaign to reauthorize the Violence Against Women Act. During this time, Jackie also served as an adjunct professor at Georgetown University, teaching Gender, Equality, and the Law.

Norma Wong is an instructor with the Institute of Zen Studies. The Applied-Zen program offers workshops and training for people who are interested in the application of Zen principles and spiritual training in their work and life. She is also a private consultant specializing in strategic planning and organizational capacity. Ms. Wong's career spanned service as a State legislator, a partner in a policy research and planning firm, eight years in the Hawaii Office of the Governor, and three years as a corporate and government relations director in the Hawaii office of a Washington D.C. based law firm. She had specialties in strategy and native Hawaiian issues. Ms. Wong is a 1974 graduate of The Kamehameha Schools and attended but did not graduate from the University of Hawaii and Wellesley College. In 2000, she was ordained a Zen priest after having been a student of the late Tenshin Tanouye Rotaishi for twenty years. She received her inka shomei (Mind Stamp) in 2005, as an 86th generation Zen Master of Chozen-ji.

Kristen Zimmerman is passionate about the role of narrative and story in movement building. As a trainer, artist, writer, and educator she has over 20 years of experience supporting communities, alliances and movements to use story in their pursuit of social justice and transformation. Currently, Kristen's primary focus at MSC is Transformative Movement Building – focusing on how movement builders are integrating creative, body-centered and contemplative practice to be more transformative and bold in their work. At MSC Kristen has used her role as a writer, researcher, and alliance builder to help social justice leaders frame and embody a new story. Her work and interests have cut across the sectors of Reproductive Justice, Environmental and Ecological Justice, Gender Justice, Disability Justice, Media Justice, and Youth Organizing.

Before coming to MSC, Kristen founded Youth in Focus, an organization dedicated to creating a more just, sustainable and democratic society by increasing young people's power and leadership through youth led action research. She has served as a trainer, coach, and consultant to many youth-led and intentionally intergenerational projects and organizations.

Kristen has focused on projects that highlight the voices of "frontline communities." While at KPFA/Pacifica Radio, Kristen launched Full Circle, a weekly cultural and public affairs show dedicated to communities of color and queer communities. She was the lead producer "Our Power" a series profiling Indigenous organizers challenging the oil and power industries and "Queer as Youth", a series focused on the experiences of queer youth of color in foster care, education, and gentrifying communities. She is also an active and proud parent organizer around special education issues in Oakland.

ORGANIZATIONAL DEVELOPMENT COACHES

Maura M. Bairley is an anti-violence educator, activist and organizational consultant. Ms. Bairley is the former Director of the Sexual Violence Prevention and Response Program at Columbia University and has worked as a community organizer, trainer, facilitator, and advocate in the movements against violence against women and the LGBT community. As a doctoral student in Social-Organizational Psychology at Teacher's College, her research interests include organizational development and leadership for social change.

Michelle Gislason, MA, is a Senior Project Director at CompassPoint Nonprofit Services. She is responsible for the program creation and management of several of CompassPoint's leadership programs, including the Coaching and Philanthropy Initiative, the Blue Shield of California Foundation Strong Field Project, and the Leadership Development Program for Executives Serving Transition-Age Youth. She is a trainer and coach for CompassPoint's leadership series, "Thriving as an Executive Director," and recently co-authored the award-winning book "Coaching Skills for Nonprofits Managers and Leaders (Jossey-Bass). In addition to being a trainer, consultant, and certified organizational coach, Michelle is a trained facilitator in the Authenticity Circles© peer coaching model and a part-time instructor at University of Washington's Evans School of Public Affairs. She graduated from UCLA with a Bachelor of Arts degree and completed her Masters degree in Organizational Psychology in 2007.

sujin lee, CPCC, is a Project Director with CompassPoint Nonprofit Services. Through coaching, consulting, and training, she helps groups and individuals build vibrant leadership and increase their impact by using leadership, strategy, and management tools and practices. sujin uses team coaching to help groups build trust, increase their effectiveness, realize their collective vision for change, and cultivate shared leadership. In leadership coaching, she uses her strong intuition and non-judgemental approach to help individuals connect to their values, passion, and creativity.

sujin experiences great joy from helping communities achieve social change. For almost 20 years, she has worked for social justice and healthy communities as an organizer, facilitator and program director in Los Angeles, Oakland, and internationally. sujin has experience working with service, organizing, and policy advocacy organizations in various fields, including education, environmental justice, economic justice, domestic violence, reproductive health and justice, LGBTQ organizing, gender justice, youth organizing, and civic engagement. As a former Community Fellow at Tides Foundation, she coordinated economic & reproductive justice funding initiatives. She is an Extended Board member of the Center for Story Based Strategy and a former Board member of the Asian Pacific Environmental Network (APEN).

Lisa Silverberg partners with leaders to design and support organizational change. With experience in capacity building, leadership and team development, strategic and project planning, and meeting facilitation, Lisa helps social and economic justice organizations and multi-stakeholder groups clarify their goals and create conversations that help achieve those goals. She designs creative and inclusive dialogues that make space for divergent views in an effort to create a shared vision and strategic direction. She brings a systems approach to looking at culture, structure, and process changes that lead to impactful outcomes. Clients share that Lisa brings experience, optimism, commitment, honesty and humor to the work — not necessarily in that order.

Lisa is a graduate of the Georgetown University certificate program in Organizational Development, and the Coaches Training Institute, and has worked with hundreds of local and national groups including The Partnership for Working Families, Action for Health Kids, Service Employees International Union, Change to Win, Planned Parenthood, Rainbow Families DC, Men Can Stop Rape, the Ms. Foundation and many more.

She has master's degrees in both Literature and in Sociology. She taught Sociology and Women's Studies at American University, and Literature and Composition at Georgetown University. Lisa also sat on the selection committee for the Washington Post/Center for Nonprofit Advancement Award for Excellence in Nonprofit Management for 5 years, but took a leave to spend more time with her son and her kayak.

Ana Cecilia Pérez is an immigrant rights leader and a passionate leadership and community builder. She is also an independent consultant working with non-profit organizations, government agencies and foundations to increase their impact and organizational effectiveness. Ms. Perez has been consulting for more than 15 years. She has expertise in organizational change, multicultural transformative leadership development, and in building collaborations rooted in equity and community empowerment frameworks. Ms. Perez's consulting areas include: challenging oppression dynamics, increasing equity (policy, teams, services provided, etc.) and conflict resolution, organizational development, strategic planning, media and communications strategy. She has been trained by VISIONS' Inc. and the Social Transformation Project. Prior to becoming a consultant Ms. Perez directed multiple prominent organizations and has held senior positions in civil rights, national and international policy groups including CARECEN SF, Presente.org, and Global Exchange. Prior to her social justice non-profit experience, Ana worked as a print and radio journalist and worked for KALW radio, Latino USA and wrote for multiple outlets. Ms. Perez and her family fled the Salvadoran civil war in the early 1980s. She grew up in the Central American community in Los Angeles, benefitting from the 1986 immigration reform law. She has a B.A. from UCSD and a Masters in Journalism from UCB. She is currently a Kellogg Foundation National Race Equity and Healing Fellow

Melinda Weekes-Laidlow is the President of Weekes In Advance Enterprises - an organizational development, facilitation and capacity building consultancy in arts and culture, social innovation, racial equity and collaborative leadership spaces. Previously, Melinda was Managing Director at Race Forward: The Center for Racial Justice Innovation where she led organizational change initiatives, chaired its senior management team and delivered workshops on racial equity capacity buidling. After years practicing law in her own firm, Melinda

joined the Interaction Institute for Social Change and delivered facilitation, leadership training and process design services to social sector leaders. Melinda is ordained in the African Methodist Episcopal Church and serves on the ministerial staff of the Greater Allen Cathedral of New York. She holds degrees from Wesleyan University, Harvard Divinity School and New York University School of Law.

SUPPORTING TRAINERS

Rachael Ibrahim uses her passion for the fine arts and the African Diaspora to create social change locally and globally using anti-racist and intersectional, anti-oppression frameworks. Rachael joined Move to End Violence for the second international learning exchange and has stayed involved as a convening and workshop facilitator.

A native of Michigan and a graduate of Hunter College School of Social Work, Rachael Ibrahim has earned a Master's in Social Work Community Organizing. For more than 10 years she has used her passion for the fine arts and the African Diaspora to create social change locally and globally using an anti-racist lens with an intersectional anti-oppression framework.

Rachael has worked with Hunter College School of Social Work to developed extensive curriculum and facilitated a series of trainings on topics such as: Leadership Development, Identity and Oppression, Coalition Building, Political Campaigns and Basic Models of Community Organizing. Through different collaborative processes with Hunter, Rachael has worked with residents and volunteers of New York City Housing Authority (NYCHA) and with the Downstate Independent Living Centers of New York. More recently Rachael was invited to be a part of the facilitation team for the Ms. Foundation for Women. She was able to co-facilitate a process for the grantee partners by deepening the conversation of an anti-oppression framework in the movement to end Child Sexual Abuse. Rachael has conducted similar work with organizations such as Service Women's Action Network, Black Women's Blueprint, and more.

Dedicated to grassroots organizing, she works closely with the Venceremos Brigade (Cuba solidarity) and the People's Institute for Survival and Beyond/Antiracist Alliance in the Undoing Racism Workshop. In February of 2010, Rachael lead Millennium High School's first student organized trip to Ghana, West Africa. In continuing this legacy, Rachael facilitated a yearlong experience for a collective of women and girls of the African Diaspora, the Sankofa Sisters, to go on a healing journey to Ghana in March 2013.

Toby Herzlich is a facilitator and trainer with a background in community development, organizational excellence, conflict resolution and participatory strategic planning. Her work focuses on developing leadership within progressive nonprofits, supporting values-based planning in grassroots organizations and cultivating visionary leadership among women.

Helen Kim is an organizational development consultant, facilitator and executive coach with 18 years of experience working with social change organizations and leaders in the U.S. and internationally. She is co-author of Working Across Generations: Defining the Future of Nonprofit Leadership, a member of the Building Movement Project, and served on the board of the Grassroots Institute for Fundraising Training and the international planning committee for the Association for Women's Rights in Development (AWID).

Stacy Kono is Director of Programs at Rockwood. She is responsible for oversight of Rockwood trainings and fellowship programs. Move to End Violence's Movement Makers participate in Rockwood trainings. Formerly the program coordinator for Asian Immigrant Women Advocates and a volunteer with San Francisco Women Against Rape, Stacy has worked on women's issues for over 15 years.

Chandra Larsen is a Senior Associate with Social Policy Research Associates, and in July, will begin a new position with CoreAlign as the Director of Design and Learning where she will oversee the design and evaluation of programs, including the fellowship, 30-year strategy, and innovation labs. For the last 15 years, Chandra has dedicated her professional career to addressing pervasive issues related to social and economic justice for marginalized and disadvantaged populations. Since 2002, Chandra managed an assortment of state and national initiatives related to improving public systems to better meet the needs of people. Chandra specializes in training and technical assistance, especially using out-of-the-box strategies to support organizational change, system redesign, and movement building. She draws content expertise from her background working with and on behalf of low-income and marginalized people including low-income families, LGBT youth, and "disconnected" youth. She specializes in graphic facilitation, a method of capturing big-picture thinking by graphically illustrating key themes, patterns, and relationships to build shared meaning among groups. Chandra has proudly been a part of the MEV faculty team since 2010, as the resident graphic recorder and other technical assistance supports. Chandra completed her education at Sonoma State University in California, holds a M.A. in Education Policy and System Reform, a B.A. in Women's and Gender Studies, and a B.A. from the Hutchins School of Liberal Studies. In her free time, she enjoys spending time with her family – especially her son, Ray – organic gardening, hiking, and practicing yoga.

Rinku Sen is the President and Executive Director of Race Forward: The Center for Racial Justice Innovation and the Publisher of the award-winning news site Colorlines. Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity through research, media, and practice.

Under Sen's leadership, Race Forward has generated some of the most impactful racial justice successes. One example is the groundbreaking Shattered Families report, which changed the immigration debate with research on how record deportations of parents were leading to the placement of thousands of children in foster care, often separating them permanently from their families. Sen was the architect of Drop the I-Word, a campaign for media outlets to stop referring to immigrants as "illegal," resulting in the Associated Press, USA Today, LA Times, and many more outlets dropping the i-word, affecting millions of readers every day.

A visionary and a pragmatist, Sen is one of the leading voices in the racial justice movement, building upon the legacy of civil rights by transforming the way we talk about race, from something that is individual, intentional, and overt to something that is systemic, unconscious, and hidden. Prior to her work at Race Forward, Rinku served in leadership roles for over a decade at the revolutionary Center for Third World Organizing (CTWO), where she trained new organizers of color and crafted public policy campaigns. Sen's cutting edge book Stir it Up, read widely by community organizers and taught on campuses across the country, theorized a model of community organizing that integrate a political analysis of gender, class, poverty, sexuality, and other issues.

Sen's second book The Accidental American: Immigration and Citizenship in the Age of Globalization told the story of Moroccan immigrant Fekkak Mamdouh, who co-founded the Restaurant Opportunities Center of New York in the aftermath of September 11 and is currently being made into a film.

Rinku is the Co-Chair of the Schott Foundation for Public Education and sits on the boards of the Restaurant Opportunities Centers United, Working America, and the Philanthropic Initiative for Racial Equity. A highly

sought-after keynote speaker for colleges Sen has spoken at Harvard, Brown, University of Michigan, Penn State, and was the Commencement Speaker at Antioch New England.

Sen received a B.A. in Women's Studies from Brown University and an M.S. in Journalism at Columbia University. A native of India, Rinku grew up in the northeastern factory towns, and learned to speak English in a two-room schoolhouse.

Rajasvini (Vini) Bhansali has served as IDEX's Executive Director since 2010. Working with grantee partners and social movements in South Africa inspired Vini to step into the Executive Director position when it opened up. Vini is a passionate advocate for participatory grassroots-led social change and movement building and finds that IDEX's approach to partnership truly reflects her life's work. In a wide-ranging career devoted to social and economic justice, she has led a national social enterprise, managed a public telecommunications infrastructure fund addressing digital divide issues and worked as a researcher, planner, policy analyst and strategy consultant. Vini also worked alongside community leaders as a capacity builder for youth polytechnics in rural Kenya for over two years. Born and raised in India, Vini earned a Master's in Public Affairs (MPA) with a focus on technology and telecommunications policy from the LBJ School of Public Affairs at the University of Texas at Austin and Bachelor's degrees in Astrophysics and Interdisciplinary Studies from UC Berkeley. Vini has been involved in community organizing and volunteer board roles for the last two decades. She currently serves on the board of Greenpeace USA, a leading independent campaigning organization that uses peaceful protest and creative communication to expose global environmental problems; Voice of Witness, an organization that works to illuminate human rights injustices through oral history projects; and the Rockwood Leadership Institute, an important provider of transformative leadership trainings for social change nonprofit and philanthropic organizations. She is active on the international planning committee for the Association of Women in Development (AWID) forum and involved with various philanthropic collaborations including Bay Area Justice Funders Network (BAJFN), International Agroecology Fund, International Human Rights Funders Group (IHRFG), Engaged Donors for Global Equity (EDGE) and Africa Responds.

Hanh Cao Yu is Vice President, Director of Youth, Education, and Philanthropy Division, and member of the corporate senior management team at Social Policy Research Associates, where she oversees much of the company's research and evaluation work in philanthropy. Dr. Yu has expertise in qualitative and quantitative research in the areas of women's philanthropy, leadership development, organizational effectiveness, policy evaluation, community organizing, and vulnerable populations. She has a wealth of experience in working with foundations to assess funding priorities, institutional change, program performance, and effective outcome measures. At SPR, Dr. Yu has played a lead role in number of other projects, including the Evaluation of The California Endowment Diversity in Health Evaluation Project, The Evaluation of the TCE Health Exchange Academy, and TCE Diversity Audit, Evaluation of the Kellogg Foundation's Capitalizing on Diversity Cross-Cutting Theme. Dr. Yu is the author of numerous publications and is a contributing author to The Handbook on Leadership Development Evaluation (Jossey-Bass, 2006).

Move to End Violence's **Theory of Change** to strengthen the movement to end violence against girls and women.

We must articulate a bold vision for ending violence against women and girls in the U.S. The path to achieving that vision lies in strengthening a movement with the capacity to imagine, align around a vision of, and advocate for social change.

Aligning the Movement

Findings Based on Stakeholder Interviews	Goals	Strategies	Outcomes
• The anti-violence field has been incredibly successful at raising public awareness around violence against women and girls (VAWG) and public funding for services. An unintended consequence of that success has been a shift away from advocating for social change towards service provision. • With this shift to a more professionalized, service-focused industry, folks worry that the capacity for a feminist intersectional analysis of gender-based violence has been lost. • Many individuals describe the movement as at a crossroads, and themselves as feeling burnt-out. • The field currently lacks a vibrant movement approach and movement leadership. • There are exceptional individuals and organizations who are using intersectional, community-based approaches and social change strategies to end VAWG. They have the capacity to lead the movement forward, but they tend to be isolated, under-resourced and unaligned with each other. • To create the kind of social change we want to see, we need a healthy, thriving movement.	**This initiative will:** • Facilitate the development of a common vision for the movement to END violence against women and girls in the U.S. and foster a deep commitment among promising leaders to pursuing that path together. • Encourage the use (and promotion) of a critical race, class, and gender analysis of violence against women and girls	1. Create the space and opportunity for promising leaders to come together in a restorative setting to: a) understand the current field and power dynamics as they relate to building a movement; b) define and align around a unifying and directional vision for the future of the movement; and c) foster deep relationships and the enhanced commitment and capacity to working collaboratively. 2. Create the opportunity for leaders to engage in and develop a critical race, class, and gender analysis of challenging issues in the field, getting to root causes and recognizing the multiple layers of power and oppression.	• A bonded and energized cluster of leaders committed to working together (ST) • A unified and directional vision for the future of the movement (ST) • Bold strategies for ending VAWG through social change • Enhanced capacities to build alliances and increase collaborative efforts that magnify the impact of the movement to end VAWG (ST) • A shared critical analysis that results in an intersectional and aligned approach to the issues and philosophical questions facing the field

Strengthening Individuals and Organizations within the Movement

Findings Based on Stakeholder Interviews	Goals	Strategies	Outcomes
• For a movement to be healthy and thriving, a core group of leading individuals and organizations must be properly resourced and aligned	**This initiative will:** • Promote a healthy, thriving movement by increasing the capacity of individuals and organizations to work collaboratively toward a common vision of ending violence against women and girls through social change.	3. Invest in transformative leadership development for individuals in service of their role as organizational and movement leaders. 4. Invest in organizational development and provide general operating support to ensure that participating organizations have the capacity and resources they need to engage in social change strategies (advocacy, organizing, research and strategic communications) in support of their unified vision.	• A shift towards collaborative or shared leadership models and more joyful experiences of leadership • Leaders with enhanced capacity for self-awareness and social identity as they relate to power and authority • A stronger bench in organizations resulting from a shift toward shared leadership and investment in the next generation of leaders (ST) • Organizations' increased capacity to engage in social change strategies • Organizations' increased capacity to develop, understand, and align their mission, vision, values and practice • Organizations have adopted the most appropriate organizational and organizing models to best advance the mission • Staff have developed the capacity to think strategically

Advocating for Social Change: Advocacy, Organizing, Research and Communications

Findings Based on Stakeholder Interviews	Goals	Strategies	Outcomes
• Social change is needed to END violence against women and girls in the U.S. • The movement must enhance its capacity to envision and affect social change via training in and exposure to the best advocacy, organizing, public opinion research and strategic communications theories, tactics and tools.	**This initiative will:** • Promote social change as a primary strategy for ending violence against women and girls in the U.S. • Enhance the capacity of the individuals, organizations, and movement to understand and implement the most cutting edge social change theories and tools available to bring an end to violence against women and girls.	5. Ensure that leaders have the inspiration, training, and resources necessary to develop and execute vision and strategies for ending VAWG through social change. Focus on exposure to and training in advocacy, organizing, research and strategic communications. 6. Create opportunity to apply these trainings and skills to collaborative projects or campaigns identified by the cohort(s) as core to its vision and strategy for ending violence against women and girls in the U.S.	• Leaders' increased knowledge of and capacity to use fundamental (and later cutting edge) advocacy, organizing, and campaign tools and strategies (ST-MT) • Leaders' increased capacity to gauge, target, and shift attitudes and behaviors related to gender-based violence (ST) • Effective research conducted and messaging developed to support a collaborative social change project or campaign (ST-MT) • Participating organizations increase the time, energy, and resources going towards collaborative social change campaigns designed to address the root causes of gender-based violence (MT) • Increased engagement of communities in ending VAWG • Shift in public opinion, attitudes, and behaviors as a result of these social change campaigns (LT) • Increased political and social will to end VAWG (LT) • Shifts in laws and policies that address the root causes of VAWG (LT)

Building Critical Mass within the Movement and with Other Movements

Findings Based on Stakeholder Interviews	Goals	Strategies	Outcomes
• To create the kind of social change we want to see, we must ensure that a critical mass of the anti-VAWG field embraces the leadership, vision and strategies that are catalyzed by this initiative • At present, stakeholders both inside and outside of the U.S. report not feeling a sense of connection to a global movement to end VAWG. Fostering a more global perspective and relationships will enhance the quality of the work and provide much-needed nourishment and support to activists in and out of the U.S. • Some of the most successful social justice campaigns come as the result of integrated approaches to issues and cross-movement collaboration.	**This initiative will:** • Catalyze the leadership, vision, and strategies that will become the leading edge, embraced by a critical mass of the movement. • Foster relationship and connection to allies doing innovative work to end VAWG outside the U.S. • Encourage a more intersectional approach to the work and foster cross-movement collaboration.	7. Design a program structure that will reach a tipping point within 5-10 years resulting in a critical mass of the anti-VAWG field engaging in the vision and strategies of the movement to end VAWG inspired and led by leaders from this initiative. 8. Create opportunities to learn from and exchange ideas with allied activists from outside the U.S. as well as social justice leaders within the U.S. 9. Foster collaboration and partnership around joint strategic campaigns to end violence against women and girls.	• Increased engagement of organizations within the anti-VAWG field in collaborative social change campaigns to end VAWG (MT – LT) • Leaders in the U.S. report feeling more connected to and engaged with allies outside of the U.S. and are employing a more global frame for how they understand and approach VAWG (ST) • Leaders in the U.S. understand the opportunities for engaging in the global movement to end VAWG and are increasingly representing the U.S. in key forums, etc. (MT-LT) • The issue of VAWG is framed in a more holistic, intersectional way (ST) • A network of social justice organizations integrate our anti-VAWG analysis and agenda into their work (MT-LT)

Engagement of Other Funders

Findings Based on Stakeholder Interviews	Goals	Strategies	Outcomes
• Very little funding is currently going to support social change efforts to end VAWG in the U.S. • Foundations such as NoVo can play a catalytic role in helping to mobilize greater resources to support the social change we want to see.	**This initiative will:** • Work with NoVo staff to develop a funder engagement strategy to inform and generate greater interest and investment in the social change work of the anti-VAWG movement.	10. NoVo will engage other funders and encourage their investment in collaborative social change campaigns incubated in this initiative.	• Increase in funding for social change advocacy to end VAWG (MT)

NOVO FOUNDATION STRENGTHENING THE U.S. MOVEMENT TO END VIOLENCE AGAINST WOMEN & GIRLS

Strengthening a movement with the capacity to imagine, align around a vision of and advocate for social change

		Short-term Outcomes	Intermediate to Long-Term Outcomes
Aligning the Movement	**Goal 1:** Facilitate the development of a common vision for the movement that uses a critical race, class & gender analysis and is deeply embraced by promising leaders. **Strategies** 1. Provide promising leaders **who are intersectional & have the propensity for social change**, the time, opportunities, restorative setting to: (a) Understand the field & power dynamics of movement building. (b) Align around a vision for the future of the movement. (c) Deepen commitment to and capacity for collaborative relationships. (d) Develop & engage in an analysis of challenging issues in the field.	• A cluster of leaders committed to working together • A unified & directional vision for the future of the movement • Enhanced capacities to build alliances & increase collaborative efforts • A shared critical analysis with an intersectional & aligned approach	• A sophisticated and evolved social change movement functioning outside the NoVo program structure • Cohort leaders actively engaged in social change and movement-building efforts in their local, state, and national communities
Strengthening Individuals & Organizations in the Movement	**Goal 2:** Promote a healthy, thriving movement by **experientially** increasing the capacity of individuals & organizations to end VAWG. **Strategies** 2. Invest in transformative leadership development for individuals serving as organizational & movement leaders. 3. Invest in organizational development & provide general operating support to ensure that participating organizations have the necessary capacities & resources to engage in social change advocacy.	• A shift towards collaborative, shared leadership models • Enhanced awareness of self and social identity • Organizations develop, understand & align mission, vision, values & practice • Adoption of models to best advance organizational missions & organizing work • Increased organizational capacity to think strategically & engage in social change strategies	• A stronger bench in organizations with shared leadership and investment in the next generation of leaders • Sustainable and healthy leadership and professional practices throughout the movement • A thriving ecosystem of organizations working on ending violence
Engagement of Other Funders	**Goal 3:** Develop a funder engagement strategy to inform & generate greater interest & investment in the work of the movement to end VAWG. **Strategy** 4. Engage other funders & encourage their investment in collaborative social change campaigns incubated in this initiative.	• Funder engagement strategy developed and implemented	• Increase in funding for social change advocacy to end VAWG • New funders engaged and resources committed to support collaborative social change campaigns
Enhancing Movement's Capacity to Advocate for Social Change	**Goal 4:** Promote and equip participants to use cutting edge social change theories & tools as the primary strategy to advocate for ending VAWG in the U.S. **Strategies** 5. Ensure that leaders have the inspiration, training and resources necessary to develop/execute social change vision & strategies. 6. Create opportunity to apply these trainings & skills to collaborative projects or campaigns.	• Increased knowledge of & capacity to use fundamental & cutting edge advocacy, organizing, & campaign tools & strategies • Increased capacity across cohorts to gauge, target, & shift attitudes & behaviors related to gender-based violence • Effective research & messaging to inform social change efforts & support projects/ campaigns	• Bold strategies created for ending VAWG • Increased time, energy & resources going towards collaborative social change campaigns • Increased engagement of communities in ending VAWG • Shift in public opinion, attitudes, & behaviors as a result of these social change campaigns • Increased political & social will to end VAWG • Shifts in laws & policies that address the root causes of VAWG
Building Critical Mass within the Movement & with Other Movements	**Goal 5:** Define & mobilize a critical mass of transformed leaders and organizations such that the movement's narrative and direction is impacted and incorporates global perspectives & cross-movement collaboration. **Strategies** 7. Design an experiential program structure that will reach tipping point in 5-10 yrs. 8. Create opportunities to learn from & exchange ideas w/allied activists inside & outside the U.S. 9. Foster collaboration & partnership around joint strategic campaigns to end VAWG.	• Increased connection & engagement with allies outside of the U.S. & usage of a global frame for ending VAWG • The issue of VAWG is framed in a more holistic, intersectional way	• Increased engagement of anti- VAWG organizations in collaborative campaigns • Increased understanding of the opportunities for engaging in the global movement to end VAWG • A network of social justice organizations will integrate anti- VAWG analysis & agenda into their work

CONVENING MATERIALS

Love Notes

Poem: Calling the Circle

Forward Stance Cards

Poem: Fire

OD in Brief

Vision Wheel

Vision Statement and Pivots

Black Lives Matter Statement

Bigger We and Third Way Cards

LOVE NOTES TO COHORT 3

Dear Beloved Cohort 3,

***Welcome to Convening 1 of Move to End Violence**, a program of the NoVo Foundation! Below you will find "love notes" from Move to End Violence to each of you. When read together, these love notes offer a small window into why we thought you 20, collectively, make up a phenomenal cohort of Movement Makers who will help realize the promise of a powerful movement for social change. We hope you enjoy this early glimpse into each other's gifts and the depth of experience in the room.*

With Love,
The Move to End Violence team

***ML Daniel:** Move to End Violence believes that engaging faith leaders is an important strategy for ending violence against girls and women, so we set out to find folks who are doing that well. We are grateful to find Faith Trust, which is at the forefront of this work, and in particular ML. We love that ML has followed her life's purpose – and her calling-- to faith, transitioning from being a practicing lawyer to an ordained minister. This demonstrates both self-knowledge and risk-taking – two keys to powerful movement leadership. ML shows up as a thoughtful leader with a clear sense of her own vision for social change. She approaches this path with a spirit of curiosity, exploration, and a willingness and openness to engage in a collaborative way. At Move to End Violence, we see ML as a true Movement Maker because of her orientation to finding a third way. And, we love all the unexpected nuggets we've already discovered about ML – roller derby, anyone?*

***Sandy Davidson:** To create the change we seek, our movement needs to expand beyond direct service to embrace strategies for social change. Sandy, in her role at Praxis International, is at the vanguard of this pivot, encouraging folks in the field to move in this direction. It is a privilege to have Sandy in the cohort to share how she approaches her work helping others engage in advocacy and social change. We loved learning that after attendance at Move to End Violence's Movement Building Convening in December 2012, Sandy was intentional about integrating her learnings back into her organization and helping to push them out. We see Sandy as a strong networker and someone who has exponential reach--a key strategy to building a critical mass of movement leaders with the capacity to affect social change. In addition to our excitement of having her experience, work, and her brain in the cohort, we fell in love Sandy's style and the beautiful way she shows up. She is humble, charming and funny--and we are happy to have her heart and her spirit in the room!*

Cristine Davidson: *Because Move to End Violence is committed to having a multi-faceted, diverse cohort that speaks to the most marginalized and keeps them at the center of our work, we believe it's critically important to have tribal communities represented with authenticity. Cristine's professional and lived experience in rural tribal community will offer rich perspective to the space. And we are delighted to have Cristine in this cohort because of the way she does the work--she is a believer and doer. Cristine is not just talk--she is a driver--she gets things done by implementing ideas into action. We look forward to having that go-getter energy in the space! Lastly, we are grateful for the gift that Cristine brings to this community: love. Cristine embodies love--both she and her best friends describe her as a lover--we look forward to experiencing her love in action.*

Lorena Estrella: *Move to End Violence believes that girls are the most undervalued resource in the world and our job is to unlock their potential, so having folks in the cohort who work with girls is a key element of our strategy. We are super excited to work with Lorena and Sadie Nash, given their dedicated emphasis on supporting the leadership and activism of girls. We experienced Lorena as someone who is thoughtful and self-reflective, seeking out every opportunity for growth, an orientation we LOVE and view as critical to transformation. We're eager to experience Lorena's gifts of art-making, as we sincerely believe in the arts as a vehicle to opening up our best ideas for innovative solutions. We hope Lorena will bring her creativity and fun-spirit into the space as a pathway to collective freedom of expression.*

Alexis Flanagan: *Move to End Violence believes the movement to end violence must pro-actively define and manifest the world we want to create and we need positive and strategic folks leading the way. Alexis and Hopeworks embody just that. Through her strategic leadership of an organization that proactively changed its name to reflect what is possible, Alexis demonstrates how a mainstream organization can shift to develop broader, bolder, social change movement stances. Alexis is a deep thinker, artistic soul, and strategic activist. She has a long career in the violence against women's movement, with roles at the state, local, regional level. In addition to her sharp mind, we love how Alexis embodies beloved community—her presence exudes warmth and compassion. We look forward to having her in the cohort space to help integrate hope and possibility into our approach to the work.*

Ed Heisler: *Move to End Violence believes that engaging men and boys is an important strategy to ending violence against girls and women. We believe that this movement is poised to grapple anew with the leadership of men in this movement and this cycle we sought Movement Makers with that exploration in mind. We are impressed by the way Ed does work with college young men with a commitment to both gender and racial justice. Ed not only theorizes about gender and race inequities, he applies a meta-analysis in how he does the work, who he hires, and with whom he partners. In addition to his intellectual capacity, we look forward to his openness to humanity, willingness to share and be vulnerable. We are also tickled by the many references to random dance parties; we have on our dancing shoes.*

Vivian Huelgo: *Litigation is yet another powerful approach to creating change. Vivian H has years of experience as a prosecutor in the trenches supporting survivors of sex-trafficking. As a natural-bridger, at the American Bar Association Vivian connects lawyers with the tools and resources needed to advocate on behalf of survivors. Working across difference, Vivian has gone into a huge institution and created structural and systemic change, expanding the potential of this powerful organization. It is relatively easy to critique and tear down. We need folks like Vivian H who are willing and able to enter into institutions to act as change agents, building from within. A core source of Vivian H's strength is a lightness and positivity that create sustaining energy and make change possible. We are excited to experience her gift of exuberant enthusiasm.*

Ariel Jacobson: *Move to End Violence believes that gender-based violence is linked to a culture of domination and extraction. To end violence against girls and women and unlock their full potential, we must understand our relationship to economic justice. We are extremely excited to partner with Ariel and ROC to help strengthen that understanding and open new possibilities for how we approach our work – and with whom – in the future. Ariel's work of applying a gender analysis to the economic justice movement, exploring sexual harassment for low income workers, makes this a natural alliance and connection. We look forward to bringing her voice, experience and broad perspective in the space, in addition to her depth of experience with organizing and campaigning for justice. And, we are excited to see her bring out her creativity, through her musical and artistic background, as a member of our collective jazz ensemble.*

Vivian Jojola: *Vivian has a rich cross-movement background working on a variety issues, nationally and internationally (South Africa!), and using multiple approaches social change. We love the big view she brings to the table. We look forward to exploring the root causes of gender-based violence with her in light of Just Detention International's unique work on how gender based violence manifests as rape against men and boys. And we are hopeful that we can connect up with her colleagues in South Africa on our international exchange! Even with prison rape elimination as her day job, Vivian J sees the cup as half full. Vivian's optimistic and generous spirit makes her a warm and supportive powerhouse. We admire her approach of collaboration and embracing others humanity, and how that informs her work with survivors of prison rape. With her gifts of love and humanity, we want to sit next to her.*

David Lee: *At this point in the arc of Move to End Violence, we are ramping up our efforts to connect with the critical mass of leaders in the movement who are ready and willing to move in a new direction. David's gift of networking and amplifying ideas has already positioned him as an important partner in reaching that goal. We are excited about the ways that David can connect with fellow Movement Makers, sharing the thinking and exploration of our community with other hungry leaders via the incredible platform he has created at PreventConnect. David embodies a culture of curiosity, embracing other people, exploring their unique offerings and contributions. He uses everything in his toolbox to help amplify and uplift the voices and expertise of others. In the room, we are also excited to have David share his deep expertise in the area of prevention.*

Patina Park: *Patina has a long history working with Native communities. Her depth of experience on historical trauma and its relationship between violence and other issues offers a true gift as we continue to develop a robust intersectional analysis and approach to this work. At a Move to End Violence Strategic Thinking workshop last cycle, Patina demonstrated her ability to engage with complex issues and ask sharp questions- creating an exciting energy among her collaborators. We love that Patina is willing to take risks and make the hard calls; she leans into challenges with all her heart.*

Maria Rodriguez: *Move to End Violence believes that what we are fighting for is much bigger than what we can achieve through the narrowness of silo'd causes or movements. To build the world we want, we need to understand our collective stake in liberation with folks who work on other complex issues and organize cross-movement. For that reason, we have always looked for brilliant organizers and activists in sister movements who are ready to partner to help build more powerful movements. We are excited by Maria's impressive membership-based organizing work in the immigration reform movement. She is someone who doesn't identify as being in the anti-violence movement, but recognizes the intersections of our issues and has a deep desire to develop a strong gender analysis to incorporate into her immigration reform work. We are excited by her energy, warmth, and can-do attitude. We loved her first funny e-mail to the group in which Maria invited us all to be joyful and silly. We appreciate Maria's willingness to share her gifts of authenticity and happiness, which are core components of liberation even in the midst of struggle.*

Ana Romero: *For this cycle, Move to End Violence is doing a deep dive on transformation for liberation and Ana's orientation to the violence against women offers a strong perspective on liberation struggles. We are excited to engage with Ana's theory and practice as we explore together. We appreciate Ana's 25 years of service and commitment to the violence against women movement. As a woman of color, Ana has played an important role within the mainstream movement helping to bridge to community based organizations and center the most marginalized. We look forward to Ana sharing her gift as a bridge-builder in our space, as we build beloved community across difference within the movement.*

Lynn Rosenthal: *Move to End Violence believes that an effective movement will employ multiple strategies for creating change, including policy and politics. Lynn brings her experience as the first-ever White House Advisor on Violence Against Women, informed by decades of service in the anti-violence movement at state and national levels into this room -- providing us with a rare vantage point on making change in America. One thing we love about Lynn is her orientation to life-long learning. She is known in the field as someone with real integrity who believes in deep listening, has an appreciation for multiple approaches to the work and is a genuine collaborator. Although she claims not to be funny, we adore her signature laugh and engaging smile. With this combination of traits, Lynn has the capacity to help shift the movement in a new direction.*

Edith Sargon: *Edith has organizing experience, political astuteness, and a knack for strategy developed across a range of issues. Edith offers us the valuable perspective of lessons learned and best practices gained from other social justice movements. We are eager to tap into her campaign experience as we explore strategies for creating change. In her current role at Wellstone Action, Edith has far reach as a capacity builder for a broad-base of social justice leaders seeking to create change. We adore Edith's go-getter attitude which feels kind and embracing of life in all that it has to offer. We experience her energy as, "try with all your might; arms and heart wide open."*

Andrew St. Ana: *Andrew's work on violence against the LGBTQ community offers us the opportunity to explicitly examine the root causes of gender-based violence and ensure that the world we are creating will be one in which every last person can live to their full potential. In addition, we are curious about Andrew's work to find alternatives to incarceration as demonstrated in his alternative program for youth offenders. As the movement grapples with the appropriate role of the criminal system, we are pleased to have folks who are exploring various possibilities and can help us to look for a third way forward. Andrew is a dynamic combination of smart and funny. We are energized by Andrew's spirit of joyful liberation and his revolutionary commitment to fun. We are honored to stand beside him in the Rebel Alliance of Jedi warriors waging love and justice.*

Farah Tanis: *In this current movement moment, Move to End Violence is striving to build an inclusive movement at the intersections of racial and gender justice where all women and girls are seen. Farah and Black Women's Blueprint's focus on black girls and women feels particularly critical in this movement moment where we are struggling to ensure that every last girl is valued. We appreciate Farah's creative exploration of a new way forward to liberation, one that is inclusive of transformation of self, organizations, movements, and of the world. We admire Farah's holistic approach to healing in the mind, body, and spirit so that people can be liberated. And we are excited for the connections between her work on truth and reconciliation and the international exchange we will have in South Africa.*

Karen Tronsgard-Scott: *One core strategy of Move to End Violence is to support the mainstream movement leaders who have the desire and capacity to shift and evolve the current power center to help create the movement we need -- and Karen is one such change agent. An early adopter of Move to End Violence, and an actively engaged partner to alumni and the Network, Karen's hunger for and commitment to change models the relationship we hope to have with a broader group of movement leaders. Not only does she have the drive to help build a powerful movement for change, she has respect in the mainstream movement and people are willing to join her on the journey. Karen is very thoughtful, self-reflective, and continuously works on her own personal growth and transformation as well as that of her organization. We've also really appreciated the sassy, playful attitude that accompanies this earnest pursuit and are grateful to have her sense of humor in the room.*

Quentin "Q" Walcott: *Move to End Violence believes that a key element of movement building is building a bigger we, and working across difference. The ways in which Q and his co-director openly and transparently negotiate race, gender, and other power dynamics within the movement is a true opportunity for us to explore models of partnership and male leadership in this movement. We value Q's approach to community-based organizing--meeting community folks where they are—seeking to transform bystanders, men and boys, and even batterers into allies and activists. In addition to his authentic and down-to-earth way of engaging men in the community, we are looking forward to seeing his poetic and creative side show up.*

Jamia Wilson: *Jamia is a prolific feminist writer and a thought leader with an extraordinary capacity to reach folks in this movement and beyond. She is a networking phenomenon who uses her access to advance the cause. We look forward to Jamia bringing her creative communications savvy and expertise into the space, helping us to think strategically about the role of communications in creating change. A humble leader who started out as youth organizer, she stays committed to young people's voice and leadership. We love the way Jamia described the professional working relationship she has with her 17 year-old boss at a youth magazine she writes for. The story revealed her authentic commitment to youth leadership and speaks to who she is at her core: humble, collaborative, and living into her commitments.*

THE BELOVED COMMUNITY OF MARTIN LUTHER KING

On the 75th anniversary of the Reverend Dr. Martin Luther King, Jr.'s birth, an elder stateswoman of the Black Power movement reflects on what might have been different if we'd taken King's most radical teachings to heart-and what might still be possible

Grace Lee Boggs posted May 20, 2004

In the 1960s I didn't pay much attention to Martin Luther King, Jr. My own social change activities unfolded in the inner city of Detroit. So I identified more with Malcolm X than with Martin. Like most Black Power activists, I viewed King's notions of nonviolence and beloved community as somewhat naïve and sentimental. Neither was I involved in the 15-year campaign launched in 1968 by Detroit's Congressman John Conyers to declare King's birthday a national holiday. I held back, concerned that it would turn King into an icon, obscure the role of grassroots activists, and reinforce the tendency to rely on charismatic leaders. Thirty-five years have now passed since King was killed, decades during which I have been continuously involved in the struggle to free our communities of the crime and violence that escalated in the wake of the urban rebellions of the late 1960s and the de-industrialization of Detroit. In the 20 years since President Reagan signed into law the King holiday, we seem to have drifted further from anything like a beloved community in this nation.

Thinking back over these years, I can't help wondering: *Might events have taken a different path if we had found a way to infuse our struggle for Black Power with King's philosophy of nonviolence? Is it possible that our relationships with one another today, not only inter- but intra-racially, would be more harmonious if we had discovered how to blend Malcolm's militancy with King's vision of the beloved community? Could such a synthesis have a revolutionary power beyond our wildest dreams? Is such a revolutionary power available to us today?*

These are the times that try our souls. I cannot recall any previous period when the challenges have been so basic, so interconnected, and so demanding, not just to specific groups but to everyone living in this country, regardless of race, ethnicity, class, gender, age, or national origin.

As I have read and re-read King's speeches and writings from the last two years of his life, it has become increasingly clear to me that King's prophetic vision is now the indispensable starting point for 21st-century revolutionaries.

King's new kind of revolution

Viewing Martin Luther King, Jr., as a revolutionary is in sharp contrast to the official view of him as simply an advocate for the rights of African Americans within the current system. In the last two years of his life, confronted with problems that required more complex solutions than visions of Black and White children marching hand in hand, King began to explore a new kind of revolution, one that would challenge all the values and institutions of our society and combine the struggle against racism with a struggle against poverty, militarism, and materialism.

"The black revolution," he insisted, "is much more than a struggle for rights for Negroes. It is exposing evils that are deeply rooted in the whole structure of our society."

"The war in Vietnam," he said, "is a symptom of a far deeper malady within the American spirit. Material growth has been made an end itself. Our scientific power has outrun our spiritual power."

This is what we should be talking about as we celebrate King's 75th birthday this year. The Montgomery Bus Boycott of 1955–56, which provided King with his first experience in movement leadership, was

a watershed because it created a theory and practice of revolutionary struggle very different from that which prevailed in the first half of the 20th century under the influence of the 1917 Russian Revolution. In those days most radicals, including myself, conceived of revolutionary struggle as an insurrection, a seizure of power by the oppressed from their oppressors, by the victims from the villains.

By contrast, the Montgomery Bus Boycott was a year-long, nonviolent, disciplined, and ultimately successful boycott by an African-American community, struggling against their dehumanization, not as angry victims or rebels, but as new men and women, representative of a new more human society. Using methods that transformed them, they triggered the human identity and ecology movements that over the last 40 years have been creating a new civil society in the United States.

As a Baptist preacher and philosopher, King played a pivotal role in helping the bus boycotters in Montgomery, Alabama, create the new paradigm of nonviolent transformative struggles, which over the next nine years forced Congress to pass the 1964 Civil Rights Act and the 1965 Voting Rights Act.

Self-transforming, structure-transforming

King was a movement activist for only 13 years, from his participation in the Montgomery Bus Boycott to his assassination in April 1968. But the dialectical development of his thinking during those turbulent years is unmistakable.

In June 1965, the rebellion in Watts, California, confronted King with the reality that civil and voting rights legislation had little to offer black youth living desperate lives in northern ghettoes. So in 1966 he went to Chicago to meet with these young people.

Reflecting on these meetings and on the mounting resistance to the Vietnam War, King concluded that the crisis of black youth was rooted in structural questions that required going beyond both civil rights and Black Power. “One unfortunate thing about Black Power,” he said, “is that it gives race a priority precisely at a time when the impact of automation and other forces have made the economic question fundamental for blacks and whites alike.”

As a result, in his major writings and speeches in the last two years of his life (Where Do We Go From Here: Community or Chaos? and Time to Break Silence), King began to project a new kind of radical revolution that would begin the shift from a “thing-oriented society to a person-oriented society.”

He rejected the dictatorship of technology, which, he said, diminishes people because it eliminates their sense of participation. “Enlarged material powers,” he warned repeatedly, “spell enlarged peril if there is no proportionate growth of the soul.” “When machines and computers, profit motives and property rights are considered more important than people,” he said, “the giant triplets of racism, materialism, and militarism are incapable of being conquered.”

Instead, King had a vision of people at the grassroots and community level participating in creating new values, truths, relationships, and infrastructures as the foundation for a new society. He called for programs that would involve young people in “self-transforming and structure-transforming” direct actions “in our dying cities.” He called for a radical revolution in values and a new social system that goes beyond both capitalism, which he said is “too I-centered, too individualistic,” and communism, which is “too collective, too statist.”

The catastrophe of the Vietnam War also inspired him to project a new concept of global citizenship that we now urgently need to practice as we grapple with the catastrophe of our current occupation of Iraq. “Every nation,” he said, “must now develop an overriding loyalty to mankind as a whole in order to preserve the best in their individual societies.”

"Disinherited people all over the world," he said, "are bleeding to death from deep social and economic wounds." In order for the United States to get on the right side of this world revolution, we must "undergo a radical revolution in values."

King's reasons for opposing a war against communism could be applied almost verbatim to the current war against terrorism. "Poverty, insecurity and injustice," he explained, "are the fertile soil in which the seed of communism grows. A positive revolution of values is our best defense against communism."

Giving birth to a new society

It is difficult to imagine a set of projections that go more to the roots of our current crisis. In fact, I venture to say that if, over the nearly 40 years since MLK's assassination, we had been building a movement to make the revolution that he projected, September 11th might have been avoided.

As the Bush administration continues to exploit popular fears to carry out its agenda of military buildup, cutbacks in social programs, and suppression of dissent, we need to tap into King's revolutionary spirit. By internalizing and sharing his concept of love as the readiness to go to any length to restore community, we can help more Americans recognize that the best way to insure our peace and security is not by warring against the "axis of evil" but through a revolution in our own values and practice. That revolution must include a concept of global citizenship in which the life of an Afghan, Iraqi, North Korean, or Palestinian is as precious as an American's.

Hopeful signs are popping up in cities and communities throughout the country. More than 100 U.S. cities and 400 more around the world have defied the Bush administration' s abandonment of the Kyoto Treaty on global warming by devising local initiatives to meet the treaty's goals. Local groups are organizing programs to reduce our dependence on global capitalism by creating more self-reliant economies, including local currencies like the Ithaca dollar and urban agriculture programs.

Experiments in education for our young people, such as Detroit Summer and KIDS (Kids Involved in Direct Service), are pioneering self-transforming and structuretransforming community-building programs in our schools from kindergarten through high school.

King constantly pointed out to those in the freedom movement that their refusal to respond in kind to the violence and terrorism of their opponents was increasing their own strength and unity. He reminded them and the world that their goal was not only the right to sit at the front of the bus or to vote, but to give birth to a new society based on more human values. In so doing, he not only empowered those on the front lines, but in the process *developed a strategy for transforming a struggle for rights into a struggle that advances the humanity of everyone in the society and thereby brings the beloved community closer to realization.* This is what true revolutions are about. They are about redefining our relationships with one another, to the Earth and to the world; about creating a new society in the places and spaces left vacant by the disintegration of the old; about hope, not despair; about saying yes to life and no to war; about finding the courage to love and care for the peoples of the world as we love and care for our own families. King's revolutionary vision is about each of us becoming the change we want to see in the world.

Grace Lee Boggs was born to Chinese immigrant parents in 1915. After receiving her Ph.D. in philosophy, in 1953 she came to Detroit, where she married Jimmy Boggs, an African- American labor activist. The two became deeply involved in Black Power organizing and left-wing politics. With race- and gender-based discrimination precluding an academic career, she dedicated herself to a lifetime of activism.

THE KING PHILOSOPHY

TRIPLE EVILS

The Triple Evils of POVERTY, RACISM and MILITARISM are forms of violence that exist in a vicious cycle. They are interrelated, allinclusive, and stand as barriers to our living in the Beloved Community. When we work to remedy one evil, we affect all evils. To work against the Triple Evils, you must develop a nonviolent frame of mind as described in the "Six Principles of Nonviolence" and use the Kingian model for social action outlined in the "Six Steps for Nonviolent Social Change."

Some contemporary examples of the Triple Evils are listed next to each item:

Poverty – unemployment, homelessness, hunger, malnutrition, illiteracy, infant mortality, slums…

"There is nothing new about poverty. What is new, however, is that we now have the resources to get rid of it. The time has come for an allout world war against poverty … The well off and the secure have too often become indifferent and oblivious to the poverty and deprivation in their midst. Ultimately a great nation is a compassionate nation. No individual or nation can be great if it does not have a concern for 'the least of these."

Racism – prejudice, apartheid, ethnic conflict, antiSemitism, sexism, colonialism, homophobia, ageism, discrimination against disabled groups, stereotypes…

"Racism is a philosophy based on a contempt for life. It is the arrogant assertion that one race is the center of value and object of devotion, before which other races must kneel in submission. It is the absurd dogma that one race is responsible for all the progress of history and alone can assure the progress of the future. Racism is total estrangement. It separates not only bodies, but minds and spirits. Inevitably it descends to inflicting spiritual and physical homicide upon the outgroup."

Militarism – war, imperialism, domestic violence, rape, terrorism, human trafficking, media violence, drugs, child abuse, violent crime…

"A true revolution of values will lay hands on the world order and say of war' This way of settling differences is not just.' This way of burning human beings with napalm, of filling our nation's homes with orphans and widows, of injecting poisonous drugs of hate into the veins of peoples normally humane, of sending men home from dark and bloody battlefields physically handicapped psychologically deranged, cannot be reconciled with wisdom, justice and love. A nation that continues year after year to spend more money on military defense than on programs of social uplift is approaching spiritual death."

Source: "Where Do We Go From Here: Chaos or Community?" by Dr. Martin Luther King, Jr.; Boston: Beacon Press, 1967.

SIX PRINCIPLES OF NONVIOLENCE

Fundamental tenets of Dr. King's philosophy of nonviolence described in his first book, Stride Toward Freedom. The six principles include:

PRINCIPLE ONE: Nonviolence is a way of life for courageous people.

It is active nonviolent resistance to evil.

It is aggressive spiritually, mentally and emotionally.

PRINCIPLE TWO: Nonviolence seeks to win friendship and understanding.

The end result of nonviolence is redemption and reconciliation.

The purpose of nonviolence is the creation of the Beloved Community.

PRINCIPLE THREE: Nonviolence seeks to defeat injustice not people.
Nonviolence recognizes that evildoers are also victims and are not evil people.
The nonviolent resister seeks to defeat evil not people.

PRINCIPLE FOUR: Nonviolence holds that suffering can educate and transform.
Nonviolence accepts suffering without retaliation.
Unearned suffering is redemptive and has tremendous educational and transforming possibilities.

PRINCIPLE FIVE: Nonviolence chooses love instead of hate.
Nonviolence resists violence of the spirit as well as the body.
Nonviolent love is spontaneous, unmotivated, unselfish and creative.

PRINCIPLE SIX: Nonviolence believes that the universe is on the side of justice.
The nonviolent resister has deep faith that justice will eventually win.
Nonviolence believes that God is a God of justice.

SIX STEPS OF NONVIOLENT SOCIAL CHANGE

The Six Steps for Nonviolent Social Change are based on Dr. King's nonviolent campaigns and teachings that emphasize love in action. Dr. King's philosophy of nonviolence, as reviewed in the Six Principles of Nonviolence, guide these steps for social and interpersonal change.

INFORMATION GATHERING: To understand and articulate an issue, problem or injustice facing a person, community, or institution you must do research. You must investigate and gather all vital information from all sides of the argument or issue so as to increase your understanding of the problem. You must become an expert on your opponent's position.

EDUCATION: It is essential to inform others, including your opposition, about your issue. This minimizes misunderstandings and gains you support and sympathy.

PERSONAL COMMITMENT: Daily check and affirm your faith in the philosophy and methods of nonviolence. Eliminate hidden motives and prepare yourself to accept suffering, if necessary, in your work for justice.

DISCUSSION/NEGOTIATION: Using grace, humor and intelligence, confront the other party with a list of injustices and a plan for addressing and resolving these injustices. Look for what is positive in every action and statement the opposition makes. Do not seek to humiliate the opponent but to call forth the good in the opponent.

DIRECT ACTION: These are actions taken when the opponent is unwilling to enter into, or remain in, discussion/negotiation. These actions impose a "creative tension" into the conflict, supplying moral pressure on your opponent to work with you in resolving the injustice.

RECONCILIATION: Nonviolence seeks friendship and understanding with the opponent. Nonviolence does not seek to defeat the opponent. Nonviolence is directed against evil systems, forces, oppressive policies, unjust acts, but not against persons. Through reasoned compromise, both sides resolve the injustice with a plan of action. Each act of reconciliation is one step close to the 'Beloved Community.'

Based on Martin Luther King, Jr.'s "Letter from Birmingham Jail" in Why We Can't Wait, Penguin Books, 1963.

We often view the Six Steps as a phases or cycles of a campaign rather than steps because each of them embodies a cluster or series of activities related to each of the other five elements.

THE BELOVED COMMUNITY

"The Beloved Community" is a term that was first coined in the early days of the 20th Century by the philosophertheologian Josiah Royce, who founded the Fellowship of Reconciliation. However, it was Dr. Martin Luther King, Jr., also a member of the Fellowship of Reconciliation, who popularized the term and invested it with a deeper meaning which has captured the imagination of people of goodwill all over the world.

For Dr. King, The Beloved Community was not a lofty utopian goal to be confused with the rapturous image of the Peaceable Kingdom, in which lions and lambs coexist in idyllic harmony. Rather, The Beloved Community was for him a realistic, achievable goal that could be attained by a critical mass of people committed to and trained in the philosophy and methods of nonviolence.

Dr. King's Beloved Community is a global vision, in which all people can share in the wealth of the earth. In the Beloved Community, poverty, hunger and homelessness will not be tolerated because international standards of human decency will not allow it. Racism and all forms of discrimination, bigotry and prejudice will be replaced by an allinclusive spirit of sisterhood and brotherhood. In the Beloved Community, international disputes will be resolved by peaceful conflictresolution and reconciliation of adversaries, instead of military power. Love and trust will triumph over fear and hatred. Peace with justice will prevail over war and military conflict.

Dr. King's Beloved Community was not devoid of interpersonal, group or international conflict. Instead he recognized that conflict was an inevitable part of human experience. But he believed that conflicts could be resolved peacefully and adversaries could be reconciled through a mutual, determined commitment to nonviolence. No conflict, he believed, need erupt in violence. And all conflicts in The Beloved Community should end with reconciliation of adversaries cooperating together in a spirit of friendship and goodwill.

As early as 1956, Dr. King spoke of The Beloved Community as the end goal of nonviolent boycotts. As he said in a speech at a victory rally following the announcement of a favorable U.S. Supreme Court Decision desegregating the seats on Montgomery's busses, *"the end is reconciliation; the end is redemption; the end is the creation of the Beloved Community. It is this type of spirit and this type of love that can transform opponents into friends. It is this type of understanding goodwill that will transform the deep gloom of the old age into the exuberant gladness of the new age. It is this love which will bring about miracles in the hearts of men."*

An ardent student of the teachings of Mohandas K. Gandhi, Dr. King was much impressed with the Mahatma's befriending of his adversaries, most of whom professed profound admiration for Gandhi's courage and intellect. Dr. King believed that the ageold tradition of hating one's opponents was not only immoral, but bad strategy which perpetuated the cycle of revenge and retaliation. Only nonviolence, he believed, had the power to break the cycle of retributive violence and create lasting peace through reconciliation.

In a 1957 speech, Birth of A New Nation, Dr. King said, "The aftermath of nonviolence is the creation of the beloved community. The aftermath of nonviolence is redemption. The aftermath of nonviolence is reconciliation. The aftermath of violence is emptiness and bitterness." A year later, in his first book Stride Toward Freedom, Dr. King reiterated the importance of nonviolence in attaining The Beloved Community. In other words, our ultimate goal is integration, which is genuine intergroup and interpersonal living. Only through nonviolence can this goal be attained, for the aftermath of nonviolence is reconciliation and the creation of the Beloved Community.

In his 1959 Sermon on Gandhi, Dr. King elaborated on the aftereffects of choosing nonviolence over violence: “The aftermath of nonviolence is the creation of the beloved community, so that when the battle’s over, a new relationship comes into being between the oppressed and the oppressor.” In the same sermon, he contrasted violent versus nonviolent resistance to oppression. “The way of acquiescence leads to moral and spiritual suicide. The way of violence leads to bitterness in the survivors and brutality in the destroyers. But, the way of nonviolence leads to redemption and the creation of the beloved community.”

The core value of the quest for Dr. King’s Beloved Community was agape love. *Dr. King distinguished between three kinds of love: eros, “a sort of aesthetic or romantic love”; philia, “affection between friends” and agape, which he described as “understanding, redeeming goodwill for all,” an “overflowing love which is purely spontaneous, unmotivated, groundless and creative”…”the love of God operating in the human heart.” He said that “Agape does not begin by discriminating between worthy and unworthy people…It begins by loving others for their sakes” and “makes no distinction between a friend and enemy; it is directed toward both…Agape is love seeking to preserve and create community.”*

In his 1963 sermon, Loving Your Enemies, published in his book, Strength to Love, Dr. King addressed the role of unconditional love in struggling for the beloved Community. ‘With every ounce of our energy we must continue to rid this nation of the incubus of segregation. But we shall not in the process relinquish our privilege and our obligation to love. While abhorring segregation, we shall love the segregationist. This is the only way to create the beloved community.”

One expression of agape love in Dr. King’s Beloved Community is justice, not for any one oppressed group, but for all people. As Dr. King often said, “In justice anywhere is a threat to justice everywhere.” He felt that justice could not be parceled out to individuals or groups, but was the birthright of every human being in the Beloved Community. I have fought too long hard against segregated public accommodations to end up segregating my moral concerns,” he said. “Justice is indivisible.”

In a July 13, 1966 article in Christian Century Magazine, Dr. King affirmed the ultimate goal inherent in the quest for the Beloved Community: “I do not think of political power as an end. Neither do I think of economic power as an end. They are ingredients in the objective that we seek in life. And I think that end of that objective is a truly brotherly society, the creation of the beloved community”

In keeping with Dr. King’s teachings, The King Center embraces the conviction that the Beloved Community can be achieved through an unshakable commitment to nonviolence. We urge you to study Dr. King’s six principles and six steps of nonviolence, and make them a way life in your personal relationships, as well as a method for resolving social, economic and political conflicts, reconciling adversaries and advancing social change in your community, nation and world.

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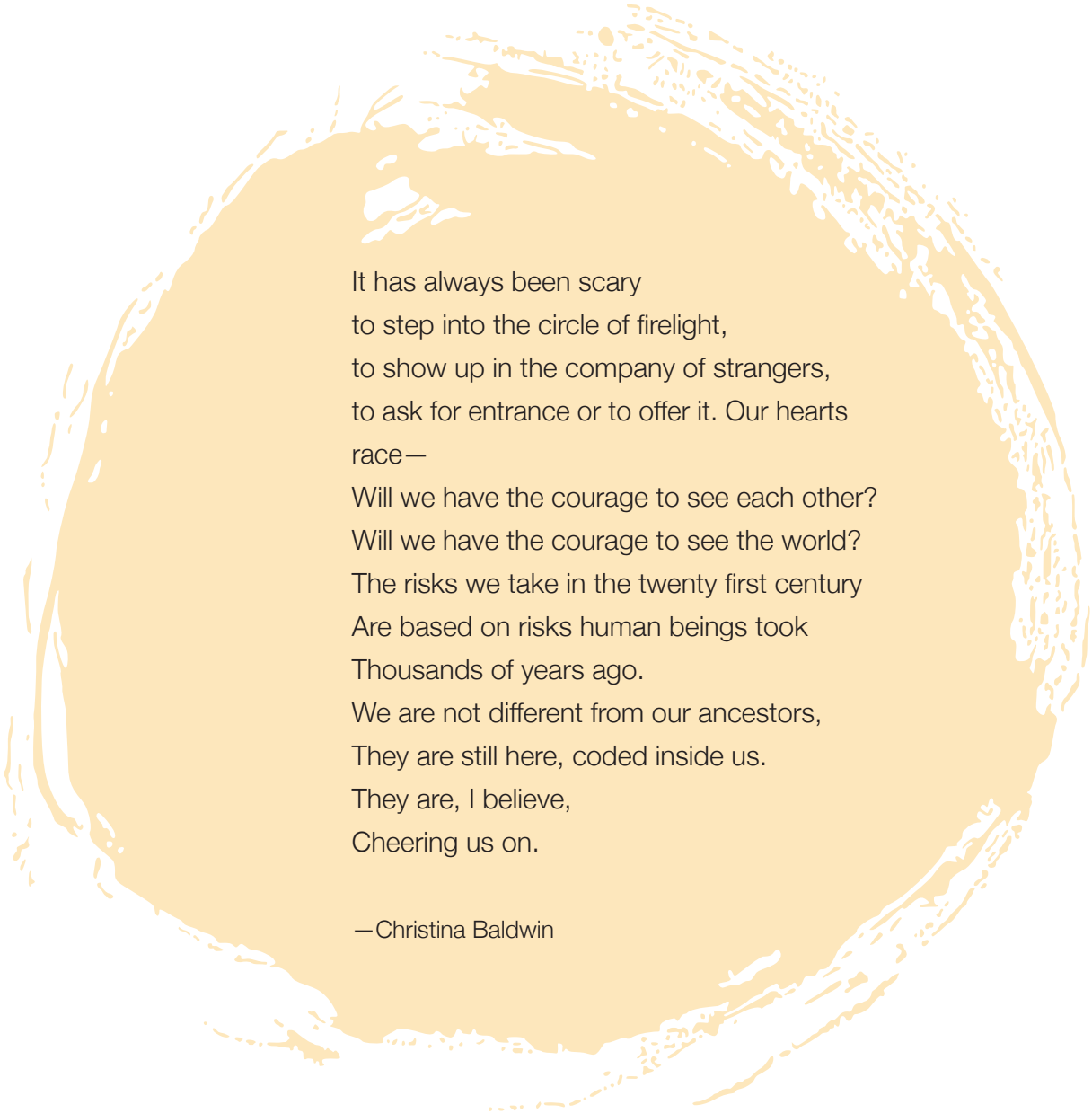
CALLING THE CIRCLE



It has always been scary
to step into the circle of firelight,
to show up in the company of strangers,
to ask for entrance or to offer it. Our hearts
race—
Will we have the courage to see each other?
Will we have the courage to see the world?
The risks we take in the twenty first century
Are based on risks human beings took
Thousands of years ago.
We are not different from our ancestors,
They are still here, coded inside us.
They are, I believe,
Cheering us on.

—Christina Baldwin

FORWARD STANCE
4 FOUNDATIONAL ELEMENTS

- **Stance –** forward facing, directionally balanced stance
- **Energy –** strong, rising, restorative
- **Rhythm –** sustainable, momentum
- **Awareness –** broad, objective

POWER IN *FORWARD STANCE*

Foundational perspective:

- Everyone has power.
- Power can be developed.
- If we can't tap in to "it", we can't use "it".
- Power can be used as a force for "good" and as a force for "bad".
- Great change requires a healthy relationship with power.
- Great change requires power with core strength and directionality.

MOVE TO END VIOLENCE
a program of the NoVo Foundation

IZS-APPLIED ZEN www.movetoendviolence.org

Build strength from the inside out

The core is solid, stable, growing

"Growth" in core strength means depth

If there is no movement,
the core will shrink

Breathing is essential!

Focused concentration

If diversity does not define you,
it will divide you

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FORWARD STANCE

- **is a mind-body approach to movement building.**
- A mind-body approach utilizes the physical experience to develop, explore, and demonstrate human actions.
- By developing a physical and conceptual understanding of basic Forward Stance principles, organizations and allies can literally shift the way in which we move in the world.
- Forward Stance emphasizes **proactive, strategic action that draws from sustainable energy in a constantly changing environment.**
- Forward Stance is a movement building adaptation of the 60/40 Stance™ - a technology and curriculum developed by the IZS-Applied Zen program of the Institute of Zen Studies. It was first used for and by the organization now known as Forward Together and their Strong Families initiative.

FIRE

What makes a fire burn
is the space between the logs,
a breathing space.
too much of a good thing,
too many logs
packed in too tight
can douse the flames
almost as surely
as a pail of water

So building fires
Requires attention
To the spaces in between,
As much as to the wood

When we are able to build
open spaces
in the same way
we have learned
to pile on logs,
then we come to see how
it is fuel, and the absence of fuel
together, that make fire possible.

We only need to lay a log
lightly from time to time.
A fire
grows
simply because space is there,
with the openings
in which the flame
that knows just how it wants to burn
can find its way.

—Judy Brown

ORGANIZATIONAL DEVELOPMENT CORNERSTONE

Purpose and Outcomes

The organizational development cornerstone reflects the belief that investment in strategic and transformational organizational development will result in a network of organizations that are stronger, more impactful and ready to move together for social change. The purpose of this cornerstone is to amplify the effect of key MEV frameworks (transformational leadership, movement building and social change) by integrating them into cohort organizations.

Intended outcomes for OD include:

- Organizations integrate self-care and spaciousness practices into ways of working;
- Increased organizational capacity to think strategically;
- A stronger bench in organizations with shared leadership and investment in the next generation of leaders;
- Organizations understand their role in the movement ecosystem, their organizational core strengths as an organization, and best opportunities for social change

Process

The organizational development cornerstone includes Coaching for Integration, Self-Care for Sustainability and Impact, Organizational Assessment of Core Strengths and Advocacy Capacity, and Organization Development Planning and Project Proposal.

Role of the OD Coach

OD Coaches are learning and accountability partners to Movement Makers, supporting integration, application, and organizational change. Specially, OD Coaches offers significant coaching and consulting to each Movement Maker and their organization, in support of the following efforts and activities:

1. Integration of Transformational Leadership Development (up to 12 one-on-one coaching sessions)
2. Self-Care for Sustainability and Impact (1.5 day workshop held on-site)
3. Organizational Assessment: (2 day planning session held on-site)
4. Development of Organizational Development Plan
5. Development of Change Project Proposal, including identifying consulting partners and submitting proposal to NoVo.
6. Launch and support Change Project.

Coaching for Integration

- Support/challenge Movement Makers to integrate learning into their own leadership practice and how they show up as an organizational and movement leader
- Learning and accountability partnership for bringing learning "home" to their organization.

Each movement maker will be matched with a Coach who will offer up to 12 coaching sessions over the Cohort experience. Coaching for Integration will begin after Convening 1 and continue on a schedule determined with the Coach.

Self-Care for Sustainability and Impact

- Introduce Movement Maker organizations to MEV core concepts of self-care, spaciousness, habit and practice
- Invite staff to develop individual and organizational self-care plans

OD Coaches will facilitate this 1.5 day workshop on-site at Movement Maker organizations between Convenings 1 and 2. Workshops will be scheduled by Movement Makers and OD coaches, usually between Convening 1 and 2.

Understanding Organizational Core Strength and Advocacy Capacity

- Organizations reflect on core strengths, challenges and opportunities
- Organizations reflects on role in movement ecosystem and capacities for social change

Organizations will complete the My Healthy Organization assessment and the MEV Social Change and Advocacy Tool. OD Coaches will facilitate an on-site meaning making session to interpret the assessment findings and to reflect more deeply on opportunities for social change. Organizational Assessment will usually take place following Convening 3.

Developing the OD Plan and Project Proposal

- Prioritize organizational development needs and clarify outcomes for Change Project
- Select consulting partners, and determine timeframe
- Proposal to NoVo Foundation for financial support of Change Project
- Launch the Change Project

Working with the OD Coach, organizations will reflect on overall needs for organizational development and prioritize areas for change. Organizations will develop detailed plan for Change Project, including purpose, outcomes, consultants, and timeframe. Depending on the organization's readiness and capacity, the Change may address one or all of the OD priorities. Once the Change Project plan is complete, a proposal may be submitted to the NoVo Foundation for financial support of up to $30,000. If funding is approved, OD projects should be completed within six months following the last convening.

VISION WHEEL

VISION STATEMENT AND PIVOTS

We are a diverse community of activists that come together as leaders in Move to End Violence to imagine what a more invigorated and powerful movement committed to ending violence might look like. Move to End Violence is a 10-year program of the NoVo Foundation designed to strengthen leaders, organizations and the entire movement working to end violence against girls and women in the United States. Every two years, the program selects a group of individuals to participate in an intensive experience to grow their leadership and collaboration and develop bold strategies.

We believe that the problem of violence against girls and women is so massive and systemic that we need to take a different approach, one focused on mobilizing individuals and communities to address the root causes of violence. We invite all movement activists and leaders to join with us to build the critical mass needed to truly end violence against girls and women.

A few guiding concepts underpinned our conversations and work during the past two years:

- Our movement must place the most marginalized girls and women at the center of our efforts. When we see the world through the eyes of the most marginalized, we can see most clearly not only the problems we face but also the solutions we need. Marginalized girls and women who experience violence, including low-income women, women of color, immigrant women, native women and LGBTQ-identified people, face multiple forms of oppression which compound each other and profoundly impact their experiences with and responses to violence. Focusing on marginalized girls and women means ensuring that our actions, strategies, policies and programs not only respect and reflect their experiences but also serve to advance their agency and leadership in their own lives and in the movement at large. This is essential to our success in ending violence against all girls and women and in the broader struggle against oppression and social injustice.

- Violence against girls and women is part of the continuum of gender oppression and is fueled by social injustice including patriarchy, sexism, racism, classism, homophobia, transphobia, religious discrimination and anti-immigrant sentiment. To truly eliminate violence against girls and women, we must address the larger systemic issues that generate and sustain it.

- Our movement is inextricably linked to other struggles for social justice. Our success depends on the success of all movements for justice and dignity. Only by developing cross-movement partnerships can we become a powerful force in the broader fight for social justice and only then can we build the critical mass within our own movement needed to achieve our goal.

We believe our movement needs to be as expansive as the vision to end violence against girls and women. That means there is room for all of us to innovate, dream and come together to create a new path. Now is the time to join together to renew our movement and to pivot from where we are to where we want and need to be – bold, revitalized, inspired, aligned and strategic.

Our Vision

We envision a world of interconnected people and communities actively working toward a society where all girls and women are safe and valued, and where everyone can reach their full potential. Our vision is for a world rooted in peace, justice and equality where violence against girls and women is no longer inevitable and where all people can fully exercise their rights. In this vision, we stand together with those who are oppressed and fight injustice, even in the face of resistance. In this vision, we work to create communities that are safe, loving and respectful of everyone's inherent human dignity. In this vision, we believe that meeting the needs and building the agency of the most vulnerable are essential to our collective progress and are the measure by which we judge our success. We all have a role in creating and living this vision.

How We Get There

To achieve this vision, our movement needs to change how we work. Below are three fundamental shifts or "pivots" that can help us make this change.

Pivot I – Proactive:

We need to move from reactive to proactive, **pursuing a bold vision for change.**

Our movement has made tremendous strides during the past 30 years. We have identified violence against girls and women as an urgent priority and set up vital services in every state in the nation. We have developed policies and laws to protect those who experience violence and hold accountable those who use violence. However, we now spend most of our time addressing the overwhelming need and responding to an often hostile political landscape. Too often we are on the defensive and suffer from stagnation and burnout. To truly end violence against girls and women, we must proactively pursue a bold vision for change. Specifically, we need to:

- Believe that a world without violence is attainable and clearly articulate and embrace our vision.
- Advocate for and strategically use funding so that we prioritize prevention along with intervention and take holistic approaches that transform systems and communities alike.
- Celebrate innovation and risk taking.
- Be nimble and strategic, and galvanize the political will to proactively set our policy agenda.

Pivot II – Interconnected:

We need to move from a fragmented field working in silos to **an interconnected movement** that has exponentially greater impact.

Our movement has become more specialized and developed greater expertise to serve and advocate for the needs of those impacted by violence. Unfortunately, this specialization has also led to an emphasis on short-term, fragmented approaches and greater isolation within the field and across movements. We need to work together strategically to generate the profound, long-term impact we seek. Specifically, we need to:

- Recognize that we are part of an ecosystem where all people and organizations in our movement are connected and where each has an important role to play.
- Harness the current expertise in our movement and other social justice movements for strategic collaboration, coordination and cooperation.
- Coordinate to build sustainable, collective leadership, recognizing that there is value in both sharing leadership and at other times strategically deciding who steps forward.
- Ensure that service providers and advocates within the movement work in full partnership to achieve our long-term vision.

Pivot III – Social Change:

We need to move from a primary focus on meeting the immediate needs of people impacted by violence to **an integrated approach** that combines services and social change.

Our movement has a proud history of social justice organizing, but we have shifted away from those roots. Providing services and changing how systems respond to violence must remain priorities. However, they alone cannot effect the societal change necessary to create a world where all girls and women are safe and valued. We need to reintegrate a social change approach into all our work by supporting the leadership of girls and women who experience violence and mobilizing communities to address its root causes. Specifically, we need to:

- Collaborate with other social justice movements to embrace a broader agenda that challenges the systemic injustices, cultural norms, attitudes and beliefs that are the root causes of violence against girls and women.
- Engage communities to make ending violence a top priority and support them to develop solutions that ensure girls, women and all people are safe and valued.
- Invest in supporting the leadership of people impacted by violence to be agents of change, both in their own lives and in their communities.
- Measure the success of our services and advocacy by how they meet the needs and build the agency of girls and women who experience violence, especially those most marginalized.

Approaches We Need to Take

To make the pivots described above, we need to take better care of ourselves and each other and develop practices for better communication and understanding. We believe these approaches are essential for the transformation of our movement.

Deep and Sustained Care for Ourselves and Each Other

The pace we've adopted to keep up with the scale and scope of violence against girls and women is unsustainable. As writer and monk Thomas Merton said,

> *"The frenzy of our activism neutralizes our work for peace. It destroys our own inner capacity for peace, because it kills the root of the inner wisdom which makes work fruitful."*

We cannot develop and implement visionary strategies for change in the long term if we are exhausted and burned out in the short term. To shift our work and movement culture, we need to care for ourselves and each other in a markedly different way so that as a movement we can move beyond surviving to thriving. By transforming ourselves, we will be able to engage in work that can actually transform our society. We also will see how interdependent we really are and how that requires us to support one another to bring our best and most powerful selves.

Honest and Compassionate Communication

For too long, our movement has been fractured – a state that undermines our collective power. Meaningful partnership among all those working to end violence and oppression is crucial to our success. We need to build on the areas where we align and develop the trust needed to have honest conversations and articulate areas of disagreement. We need to be creative in finding a "third way" to move forward together when we disagree. We need to establish a consistent and collective practice of engaging in this type of authentic communication across all of our fields, roles and organizations. These relationships are necessary to face immediate challenges and the formidable ones ahead, and they are critical to our capacity to put our vision into practice.

Moving Forward

As a first step toward building a renewed movement to end violence against girls and women, we urge you to talk with your organization, network or community about this vision and the actions needed to achieve it. Please also visit our website, **www.movetoendviolence.org,** and sign up for email updates and encourage others to do the same. We feel honored to partner with you in this process and hope you will stay connected with Move to End Violence, with us and with one another as we move forward together.

MOVE TO END VIOLENCE AND MOVEMENT MAKERS ASSERT THAT BLACK LIVES MATTER

December 15, 2014

Advancing An Inclusive Racial and Gender Justice Agenda: Move to End Violence and Movement Makers Assert that Black Lives Matter

As movement leaders, activists, and community organizers deeply dedicated to ending gender based violence, domestic violence, sexual assault, state-sanctioned systemic violence and community violence, we are joining voices to express our collective outrage at the failure of accountability for the deaths of Mike Brown, Eric Garner, Tamir Rice and many others killed at the hands of police. Our hearts are with their families and communities, from whom they have been taken far too soon. We write to uplift the names and lost lives of black cisgender and transgender women – including Tanisha Anderson, Islan Nettles, and 7-year-old Aiyana Stanley-Jones. These women and girls, just a few of many who are also killed by police or other representatives of the state, leave behind bereaved children, parents, friends, and community. Black lives matter.

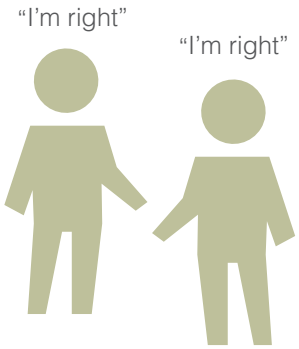
We know that violence in the street is linked to violence in the home, in the school, in the shops, in the military. We know that systems of domination and violence must be upended together and that where Black lives are denigrated, exploited, violated and detained by the state with impunity there can be no true safety and justice for the documented and undocumented women and girls in our communities. The same systems and institutions that failed Mike Brown and Eric Garner have also failed Marissa Alexander, a survivor of domestic violence who harmed no one, yet continues to serve time in prison. Black lives matter.

Together we add our voices to the chorus of hundreds of thousands in our country, and millions around the world to assert: our lives and our liberation are connected and inextricable. Black women and girls, alongside the black men and boys in their communities, deserve safety, security and visibility. Black lives matter.

We, women and men of the movement to end violence, write to lift up the fact that it has been and continues to be the work of black women leaders who make these connections, started and lead the movement to assert that “Black Lives Matter.” They are the ones who have refused to let the world sleep. These are the leaders that remind us that justice will never be won; it must be fought for. We stand with these leaders and ask you to join us in advancing inclusive racial and gender justice movements now. Black lives matter.

OUR HABITS OFTEN GET IN THE WAY OF OUR "BEING BIG" IN **OUR MOVEMENT** BUILDING.

- Debate vs. Dialogue
- Either-or Thinking
- Winners and Losers
- Right and Wrong



This makes a **"smaller we"** and keeps our movements small.

OPENNESS AND **THIRD WAY**

Create the possibility for unexpected solutions and insights to emerge through the stance called **OPENNESS.**

- Creates space for the best of "you" to engage
- Creates spaciousness for the "trilemma"
- Possibilities! vs. Habits of positionality

FINDING THE **THIRD WAY**

Growing a Bigger We means we need to seek deeper forms of alignment than we may be use to.

Strategic Breakthroughs often come when we seek a "third way" in a dynamic tension that has polarized the movement.

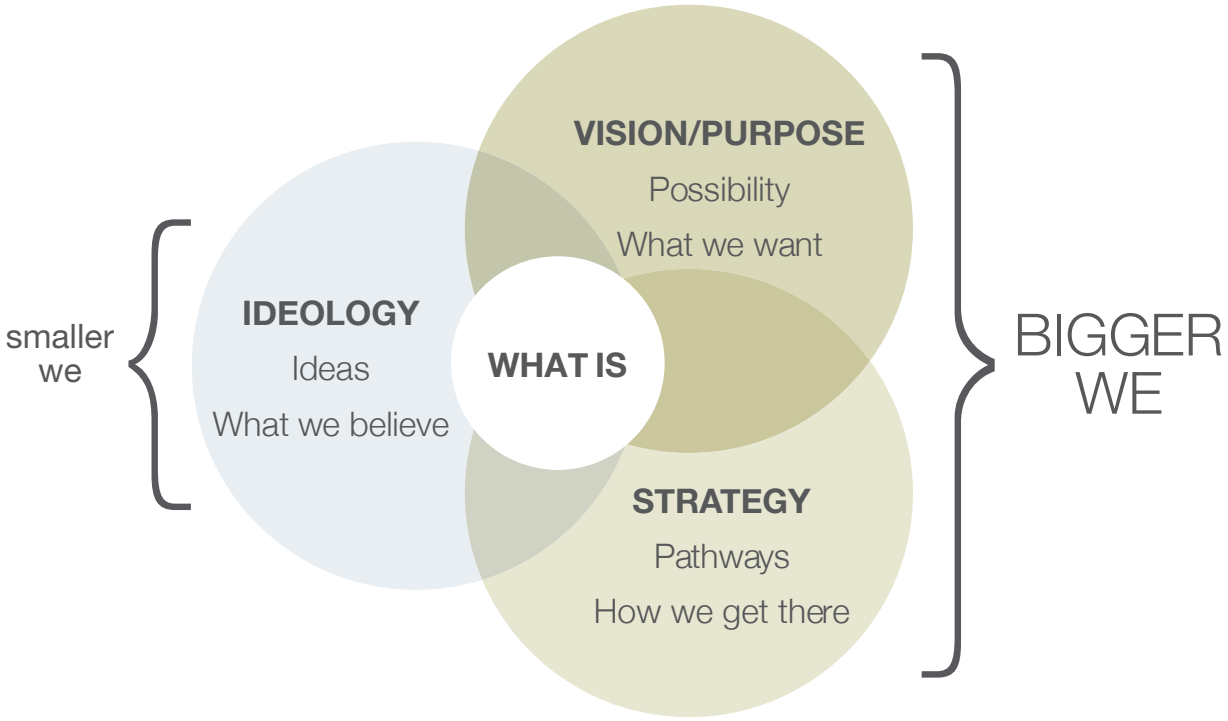
This type of alignment includes the ability to hold dynamic tensions and **transcend "either/or" thinking** that leads to false choices and false enemies, missed opportunities, and limited possibilities.

Seeking the broadest perspective, we find breakthrough solutions that bridge perspectives and ultimately build more aligned strategies to create roles and places for more and more people.

THIRD WAY

- What is the tension, or either-or thinking, that is playing out here?
- Where is there alignment?
- Where is there difference and what is at the root of the difference?
- What are the deepest needs and hopes being communicated?
- If I take a step back, what is a third way, bridge or bigger perspective on this issue?

GROWING THE BIGGER **WE**



"BIGGER **WE**"

- We have ambition for greater, **deeper impact**
- To have more impact we need a **"Bigger We"**
- To have a Bigger We need a **new way of being**,
- To have a new way of being we need **shared purpose** (vision and purpose) **and ways** to manifest and advance our vision/values within ourselves and in the world (culture and strategy).

NEXT STEPS

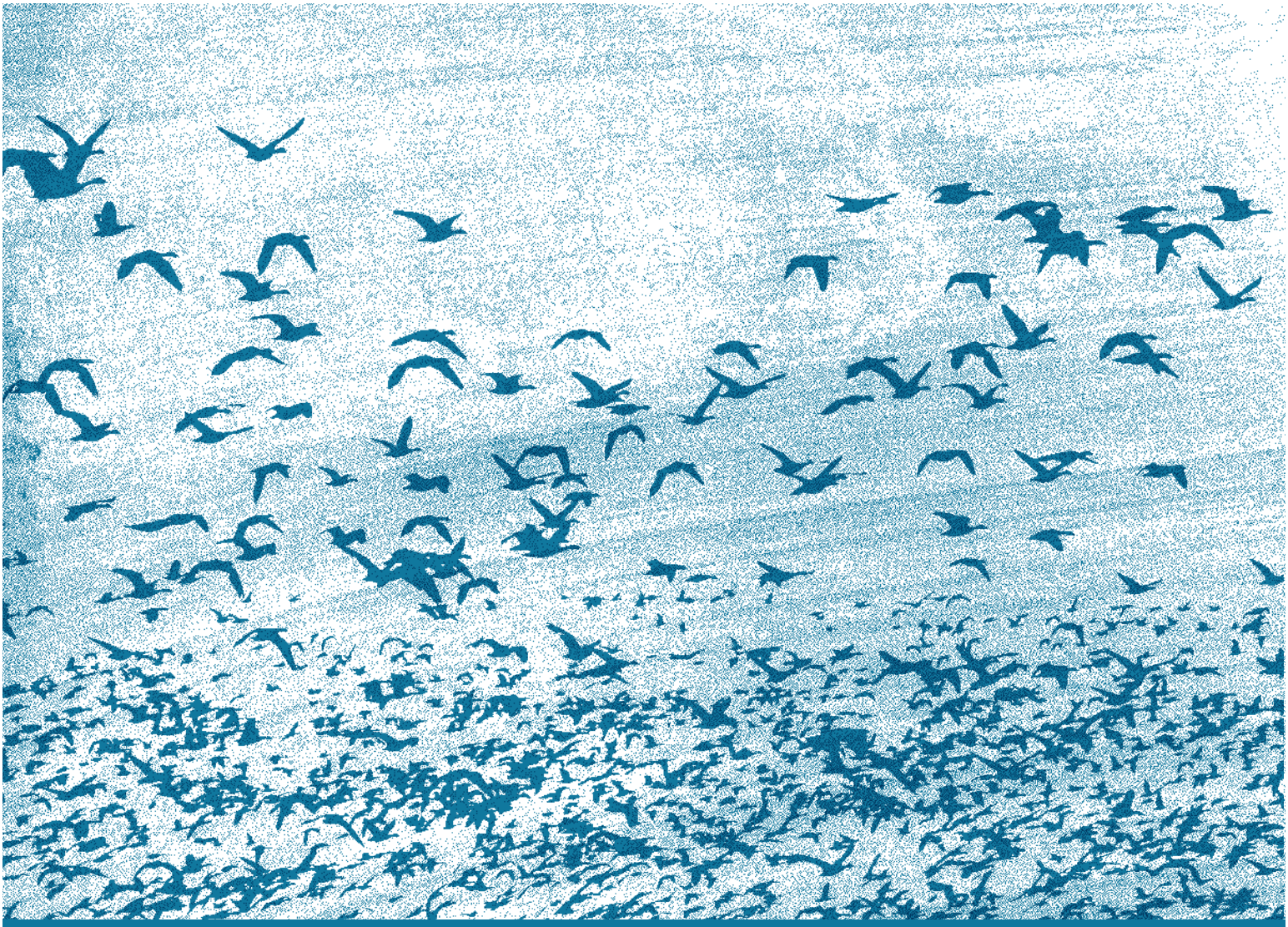
Outreach and Engagement Toolkit

Connect, Bring Home, Push Out Handout

Cycle 3 dates

Cohort 3 Roadmap

Next Up On the Horizon



COMMUNICATIONS, SOCIAL MEDIA, AND OUTREACH **TOOLKIT**

MOVE TO END VIOLENCE
a program of the NoVo Foundation

WELCOME TO MOVE TO END VIOLENCE!

Move to End Violence, a 10-year program of the NoVo Foundation, is designed to strengthen leaders, organizations, and the entire movement working to end violence against all girls and women in the United States.

Every two years, Move to End Violence selects a handful of Movement Makers to help develop the vision and strategies necessary to create a world where all girls and women are safe and respected, and everyone can reach their full potential. You have been selected as one of the 20 Movement Makers in Cohort 3.

Over the next two years, you will be on an incredible journey with the other Movement Makers. As part of this journey, we are counting on you to bring the work of Move to End Violence, and, specifically, the work of your cohort back home to your organization as well as helping to share these concepts and practices with allies in the movement. In order to effect the kind of social change we all envision, we will need a strong, aligned movement that extends well beyond the Movement Makers.

In order to effect this kind of social change, we'll need a critical mass of advocates who are ready to work together toward a shared vision.

As a Movement Maker, we envision that you will reach out and engage others in a variety of ways, including through networking, blogs, presentations, and more. Communications and social media also play an important role in capturing the attention of the broader community. To this end, we are eager to partner with you and/or your communications staff to promote the work of Move to End Violence, the Movement Makers, you and your organization and actively engage our allies through all of our networks.

This toolkit is designed to help you (and, if you have communications folks on your team, your comms team) in your Move to End Violence-related communications, social media, and outreach. Throughout the next two years (and beyond!), we will continue to share other communications opportunities and resources--and encourage you to share your ideas with us!

Together, we can build a strong, aligned movement. We look forward to working with you. Please give us a call, or email us, at any time.

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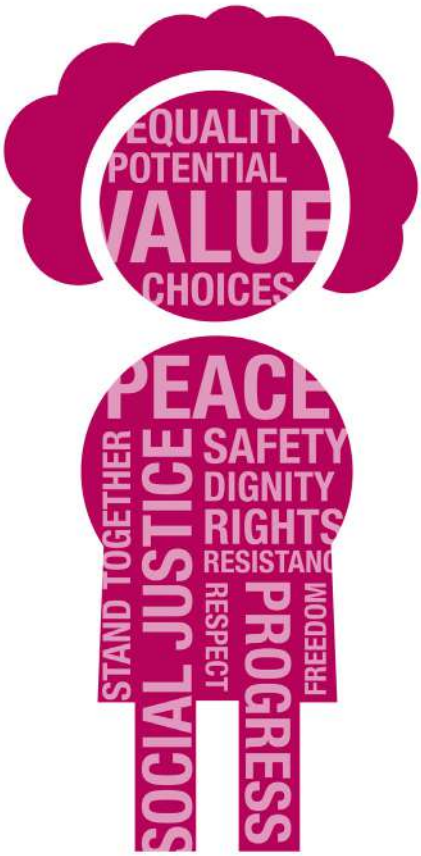
Background

Move to End Violence, a ten-year program of the NoVo Foundation, aims to strengthen leaders, organizations, and the movement working to end violence against all girls and women in the United States.



This program grew out of the bold vision of the NoVo Foundation. Rather than accept a world fueled by competition, domination, and exploitation, NoVo invests in strategies that lead to social transformation--bringing us closer to a world thriving on partnership and collaboration.

A primary strategy is to improve the status and well-being of girls and women worldwide, who often experience violence, poverty, and discrimination simply because they are born female. Those same girls and women, once they are free from violence and injustice and their rights are fully realized, can lead the way to a better world.

But, for far too many, violence stands in the way. Violence against girls and women has a devastating impact on virtually every community and country in the world, including the United States. Thanks to the tireless work of countless activists, we have made progress. And yet, staggering rates of violence against girls and women remain. Powerful, systemic forces stubbornly persist and perpetuate this oppression.

After extensive interviews with those working in the field, NoVo heard the call for a bold investment in the movement to end violence against girls and women. In 2010, Move to End Violence was launched to help build a powerful movement. The program aims to: uplift the innovation occurring within the field; create the space and opportunities for leaders to align around a collective vision; and strengthen the capacity of individuals, organizations, and the movement to affect lasting social change to end violence against girls and women in the United States.

Working Together to Build Critical Mass

Over the life of the program, Move to End Violence aims to establish a powerful movement, aligned around a common vision for ending violence against all girls and women and ready to move together to achieve it.

In addition to working to strengthen leaders and organizations, Move to End Violence is striving to build an engaged community aligned around a shared vision and commitment to build a strong, impactful movement. Movement Makers will drive a lot of this community building and communications, social media, and outreach are important tools in helping to build critical mass. We see you and your organization as a key partner in helping to reach the folks within your spheres of influence—to help engage them with the theories, practices and explorations of Move to End Violence and its Movement Makers -- in three targeted areas:

1.
CONNECT
to Move to End Violence

2.
BRING IT HOME
to Your Organization and Community

3.
PUSH IT OUT
Externally to Your Networks

CONNECT

CONNECT: We are eager to connect—and stay connected—with you and your organization.

- Add us to your e-list for updates from your organization.
- Keep us apprised of news and events via direct emails: mlambert@rabengroup.com and tgreene@rabengroup.com
- We have signed you up for Move to End Violence's email. Please share our monthly newsletters with others at your organization and beyond!
- Connect with your fellow Movement Makers. To connect with Cohort 3, use cohort3@movetoendviolence.org. To connect with all Movement Makers (across all cohorts) use movementmakers@movetoendviolence.org.
- "Like" us on Facebook: facebook.com/MoveToEndViolence
- Follow us on Twitter @moveendviolence
- Add a link to Move to End Violence on your website.
- Mention your affiliation with Move to End Violence in your email signature.

BRING IT HOME

BRING IT HOME: Our hope is that you bring the Movement Maker's training, practice, and exploration back home to your organization.

- **Takeaways:** Move to End Violence creates takeaways after each convening. These tools are designed to help Movement Makers share the concepts and practices of Move to End Violence with your colleagues, members, networks, etc.
- **In-house brown bag lunch series:** After each convening, Movement Makers are encouraged to share what you are exploring in Move to End Violence internally by scheduling a brown bag lunch series so staff can be engaged on this journey.
- **Coaching for Integration:** Move to End Violence will partner each Movement Maker organization with an Organizational Development Coach who will provide support to help integrate the learnings of Move to End Violence into one's organization.

PUSH IT OUT

PUSH IT OUT: To achieve lasting social change, we need a critical mass of leaders excited and aligned together in this work. Help us build awareness and excitement about Move to End Violence, including the work of the Movement Makers, and our core trainings and practices.

Below are some of the ways that Move to End Violence is pushing out, along with ways you can help in this effort.

Website: Move to End Violence engages in robust communications including hosting a dynamic website, complete with regular "updates" on Movement Maker happenings. In addition, the website hosts profiles of its Movement Makers which include links to recently written blog posts and social media handles.

- **Share online content.** The Move to End Violence website site has a built-in "share" function, please use it to share blog posts, updates, resources, etc.

Blog: Move to End Violence's blog *On the Move* includes regular posts (written or video), authored by Movement Makers, Move to End Violence faculty and staff, as well as guest bloggers.

On the Move, Move to End Violence's blog was launched at the initiation of this program as a vehicle for connecting others (–allies, folks who will ultimately become our critical mass) – to the core elements and explorations of the program. In addition to sharing the stories and progress and transformation happening within Move to End Violence, the blog is intended to share the theories, practices, and explorations occurring within the program in order to help cultivate a growing group of activists who are engaged in practice together.

The blog is intended to be authored by Movement Makers who are the heart of this movement, as well as Move to End Violence staff and faculty in our capacity-building role.

- **Write blogs.** You will be responsible for authoring 5 blog posts (or video blogs). We hope you'll cross-post these on your blog or forward them to your network. At each convening, we'll carve out some time to talk about blog posts. See the Resource section for guidelines for submitting blogs.
- **Publicize blogs.** The *On the Move* blog is designed to help leaders in the field feel included in this work. Please share the posts with individuals you think might be interested.
- **Invite others to blog.** Have other folks within your organization benefited from this work — or have a view to share that you think will help engage others? If so, we encourage guest blogs. In addition, if your organization has a blog, do you see a role for a guest blogger from Move to End Violence?

Social media: Move to End Violence is actively engaged on Twitter and Facebook.

- **Tweet/re-tweet**. Consider tweeting or re-tweeting our tweets.
- **Share Facebook posts**. We regularly update our Facebook page — please share, "like" and comment.

eNews: Move to End Violence has a growing list of subscribers to its regularly distributed electronic newsletter. This newsletter typically updates subscribers to the happenings within Move to End Violence, driving readers to news and features on the website.

- Keep us in the know. First and foremost, please share your news, events, etc. with us so we can push out. We love photos, videos, news releases, even short little relevant blurbs. We want to leverage our networks to help promote and/or highlight your work.

Other Outreach Activities:

- **Speaking/Training opportunities**. Move to End Violence seeks speaking or training opportunities for faculty, staff, and Movement Makers to help tell the story of Move to End Violence and actively engage our allies in the field in the training, practice and exploration of the Movement Makers.
- **Talk about Move to End Violence at conferences and events**. We encourage Movement Makers and their organizations to talk about their work with Move to End Violence at meetings, conferences, etc. We want to constantly show up as inclusive, engage and open-source. If you think there's an event we should speak or train at, or if we can provide a specific tool or material, give us a call.

TOOLS & RESOURCES:

General Branding and Logo Use Guidelines

We deeply value our collaboration with Movement Makers and their organizations. We believe that the appropriate use of our name and logo can help advance our collaborative work, further our shared values, and increase the understanding of our work together. To this end, we encourage Movement Makers and their organizations to communicate about their participation in Move to End Violence, a program of the NoVo Foundation.

In order to fully realize –and fully protect—this potential, this guidance provides information about logo use and other branding considerations when using the Move to End Violence name and logo.

1. **Program Name.** The program is officially referred as:
   "Move to End Violence, a program of the NoVo Foundation"
   Other references that appear on the same page can be abbreviated to "Move to End Violence", the "Move to End Violence program, and/or "the program". The program does not use the acronym "MEV" in its external communications.

2. **Boilerplate Program Description.** The program is described as follows:
   "Move to End Violence is a 10-year program of the NoVo Foundation designed to strengthen leaders, organizations, and the movement working to end violence against all girls and women in the United States."

3. **Logo Use to Indicate Program Participation/Affiliation**
   Movement Makers and their organizations are encouraged to include the Move to End Violence logo in their communications to acknowledge their participation in the program. Logo use in these communications (including annual reports, Powerpoint presentations, email signatures, website, etc.) should include the following language:

"We are a participant in [logo]".

In the past, some organizations have added the descriptor "proud" before participant.

The logo should only be used in connection with you and your organization. If, for example, you are speaking at an event, the logo may be used to signal your participation in the program, but not to imply that the event itself is affiliated with Move to End Violence.

Unacceptable Logo Use

The Move to End Violence program is a program of the NoVo Foundation and is subject to the IRS rules with respect to lobbying. As such, faculty, cohort, alumni and other partners cannot use the Move to End Violence logo on communications that construe direct or indirect lobbying under IRS rules.

4. Logo Specifications

The Move to End Violence logo is available in a horizontal or vertical format, in color or black and white, and a variety of file types.

Horizontal Logo

Vertical Logo

4. Permissions and Questions. For questions about logo use or to request logo files, please contact:

Michelle Lambert
Communications Director
Move to End Violence
Phone 202-587-2859
Email mlambert@rabengroup.com

Blog Guidelines

On the Move, Move to End Violence's blog was launched at the initiation of this program as a vehicle for connecting others (e.g. allies, folks who will ultimately become our critical mass) to the core elements and explorations of the program.

In addition to sharing the stories and progress and transformation happening within Move to End Violence, the blog is intended to share the theories, practices, and explorations occurring within the program (e.g. be open source about what we're offering/teaching/sharing/learning) in order to help cultivate a growing group of activists who are engaged in practice together.

The blog is intended to be authored by Movement Makers who are the heart of this movement, as well as Move to End Violence staff and faculty in our capacity-building role.

The guidelines outlined below are designed to aid in the development and submission of blog posts.

Audience:

- Individuals and organizations working to end violence against girls and women in the U.S.

Format and Style:

- ***Length.***
  - Written blogs should be between 350-500 words. If you can say it in less, that's great. Super long blog posts don't get the attention they deserve, so please try to limit the length.
  - Video blogs should be no more than 3-4 minutes in length.
- ***Voice.*** Blogs are designed to be approachable. Be yourself. Be honest and transparent Use your natural voice. Tell stories that are yours to tell.
- ***Title and Byline.*** Please let us know your post's title and preferred byline.
- ***Links.*** Links can add dimension to your post and they play a role in helping building our audience/readership. When including links, please underline the text to be linked and write "(LINK: http://www.___.com)"
- ***Pull Quotes:*** Before publishing, we'll attempt, when possible, to pull out and highlight one or two key sentences from your entry. If you have a preference for what these sentences are, please include at the bottom. "PULL QUOTE___"
- ***Sources:*** Please link or cite sources when appropriate.

Graphic Requirements:

Photos, graphics, and/or video are highly encouraged --they help bring a blog post to life (and help in online traffic building as well)! Specifications for each medium are outlined below:

- ***Photos and Artwork.*** Images can be submitted as a .jpeg, .tiff or .gif. Please send us high quality images—at least 400x500 pixels. Please also include a statement about the art piece and/or a caption.
- ***Video.*** Video will be embedded using Vimeo, a third-party site similar to YouTube. Please upload your video and share the link or send it to us via a free service that transfers large files (e.g. YouSendIt or WeTransfer).

Naming Conventions:

- Move to End Violence. Please spell out as Move to End Violence, a program of the NoVo Foundation, the first time it is used, then feel free to use Move to End Violence afterwards.
- The NoVo Foundation; The Foundation; NoVo

Submission Guidelines:

- Please submit all materials to Move to End Violence's communications director, Michelle Lambert, at mlambert@rabengroup.com

Stuck?

Contact Michelle if you need help thinking about your blog post, have technical questions, or want some editorial support. MLambert@rabengroup.com or (202)-549-3710.

Sample Copy

Description of Move to End Violence

Move to End Violence is a 10-year program of the NoVo Foundation designed to strengthen leaders, organizations, and the movement working to end violence against all girls and women in the United States.

What is a Movement Maker?

Approximately every two years, Move to End Violence, a program of the NoVo Foundation, selects a small group of visionary individuals to join the growing group of Movement Makers who are envisioning, building, and leading a powerful movement to end violence against all girls and women in the United States.

Leaders selected to be Movement Makers begin their work together with a group of extraordinary peers in an intensive, two-year capacity building program that includes: time and space to explore critical movement questions, transformative leadership development and organizational development, social change skills, and liberatory practices.

General Newsletter Blurb

Have you heard about our involvement in Move to End Violence? In May 2015, [insert name] was selected to be one of 20 Movement Makers in this program of the NoVo Foundation. Move to End Violence aims to strengthen leaders, organizations, and the movement working to end violence against all girls and women in the United States. Learn more about Move to End Violence [link to www.movetoendviolence.org].

Annual Report Blurb

We're proud to be part of Move to End Violence, a program of the NoVo Foundation.
This groundbreaking program aims to strengthen leaders, organizations, and the movement working to end violence against all girls and women in the United States.
Learn more about Move to End Violence.

Email Signature

How can we ensure all girls and women can reach their full potential?
As part of Move to End Violence we're working on bold new strategies.
Join the conversation at www.movetoendviolence.org

Page on Website

We're proud to be part of Move to End Viioence, a program of the NoVo Foundation.
Sample: http://www.idvsa.org/move-to-end-violence/

Next Steps: Connect, Bring it Home, Push it Out

CONNECT

We are eager to connect with you and your organization and for you to connect with one another. Please list 3 ways you plan to connect before your next convening:

1. _____

2. _____

3. _____

Suggestions

- ✓ *Schedule a check in call with my Buddy.*
- ✓ *Add Trina and Michelle to my organization's e-list for updates.*
- ✓ *Add Move to End Violence blurb in my email signature.*

BRING IT HOME

Our hope is that you bring your MEV training, practice, and exploration back home to your organization.

- What learning or practice are you most excited to bring or share back home with your organizational team?

_____

_____

- How do you plan to bring it home?

_____

_____

Ideas

- ✓ *Talk about it at staff meeting*
- ✓ *Schedule a brown bag*
- ✓ *Share a practice*
- ✓ *Share readings*

- What support would help you do so?

_____

_____

Supports

- ✓ *Faculty tool*
- ✓ *Powerpoints*
- ✓ *Coaching*

PUSH IT OUT

To achieve lasting social change, we need a critical mass of leaders excited and aligned together in this work. Help us build awareness and excitement about what we are doing here at Move to End Violence, including the work of the Movement Makers, and our core trainings and practices.

You agreed to author five blog posts (or video blogs) over the next two years. 5 blog posts (or video blogs). We hope you'll cross-post these on your blog or forward them to your network. At each convening, we'll carve out some time to talk about blog posts.

Possible Blog Themes

- ✓ *Liberation from oppression*
- ✓ *Beloved community*
- ✓ *Self-care*
- ✓ *Movement building*
- ✓ *60/40 Stance*

Blog Writing Tool

Topic or idea: _____

Possible headlines: _____

Any story that may fit with this idea: _____

The key message you want to communicate in the post or major bullet points: _____

Image ideas: _____

Name _____

MOVE TO END VIOLENCE
a program of the NoVo Foundation

Move to End Violence is committed to supporting its Movement Makers to Connect, Bring it Home, and Push it Out. Please write one commitment for each area and any needs you anticipate in meeting your commitments. Trina and Michelle will follow up with you to provide any supports you may need to help you fulfill your commitments.

CONNECT

I commit to _____ on/by _____ (date)

Example: I commit to check in with my buddy on June 22

To fulfill this commitment, it would help to have _____.

Example: It would help to have a calendar reminder.

BRING IT HOME

I commit to _____ on/ by_____(date)

Example: I commit to practicing tai-ji every morning.

To fulfill this commitment, It would help to have _____.

Example: It would help to have a description of the tai-ji steps from Norma.

PUSH IT OUT

I commit to _____ on/by _____(date)

Example: I commit to writing a blog about liberation July 31.

To fulfill this commitment, It would help to have _____.

Example: It would help to have a notes from the faculty fishbowl

DATES FOR CYCLE 3: 2015 - 2017

>> June 14-19, 2015: Convening 1 at Seascape Resort, Aptos, CA

Self-Care Workshops – Summer 2015

Anti-Oppression Workshop

Sept. 9-11, 2015 – CA

Sept. 16-18, 2015 – MN

Sept. 28-30, 2015 – NY

>> October 25-30, 2015: Convening 2 at Mohonk Mountain House, New Paltz, NY

Forward Stance + Transformation Workshop

Nov. 16-18, 2015 – CA

Nov. 30-Dec 2, 2015 – NY

Dec. 16-18, 2015 – MN

>> January 31-February 12, 2016: Convening 3 in South Africa!

Strategic Thinking Workshop

March 14-16, 2016 – CA

April 25-27, 2016 – MN

May 2-4, 2016 – NY

>> June 12-17, 2016: Convening 4 at Wyndham Peachtree, Atlanta, GA

>> October 16-21, 2016: Convening 5 at Airlie, Warrenton, VA

>> February 5-10, 2017: Convening 6 at Seascape Resort, Aptos, CA

COHORT 3 ROAD MAP

CONVENINGS

Grounding & Building Community Convening
June 14-19, 2015

Transformational Leadership Development Convening
October 25-30, 2015

International Learning Exchange Convening
Jan. 31-Feb. 12, 2016

Social Change & Movement Building Convening
June 12-17, 2016

Social Change & Movement Building Convening
October 16-21, 2016

Movement Convening
February 5-10, 2017

WORKSHOPS

Anti-Oppression Workshops
2.5 days in Sept 2015

Forward Stance & Transformation Workshops
2.5 days in Nov./Dec. 2015

Strategic Thinking Workshops
2 days in spring 2016

ORGANIZATIONAL DEVELOPMENT

Self Care Workshops
2 days in summer

Coaching
Throughout

OD Core Strength
March – September 2016

OD Plan + Project
October 2016 – February 2017

2015 **2016** **2017**

NEXT STEPS: ACTION ITEMS CHECKLIST

- [ ] Reimbursements by June 29
- [ ] Plan and schedule your blog post
- [ ] Plan your report-back with your colleagues -- share with this community how it went
- [ ] Look out for updates on a collaborative online space
- [ ] Save the dates for regional workshops

Anti-Oppression Workshop

- Sept. 9-11, 2015 - CA
- Sept. 16-18, 2015 - MN
- Sept. 28-30, 2015 - NY

Forward Stance + Transformation Workshop

- Nov. 16-18, 2015 - CA
- Nov. 30- Dec 2, 2015 - NY
- Dec. 16-18, 2015 - MN

Strategic Thinking Workshop

- March 14-16, 2016 - CA
- April 25-27, 2016 - MN
- May 2-4, 2016 - NY

What's Ahead

- Follow up – we will share notes, post pictures, and develop products for your use in the next three weeks. Please be on the look out!
- In the next two weeks, you will get matched with your OD coach and be invited to schedule your first coaching call. You will work directly with your coach to confirm the date for your organizational self-care workshop.
- **Workshops** – before we reconvene, you all will attend two workshops:
  - ***Organizational self-care workshop*** *– During our stakeholder research we heard repeatedly and consistently about the damaging drain on personal resources and*

unsustainable burnout rates within the movement to end violence against girls and women. To become the most powerful movement possible, a practice of self-care for sustainability and impact must be present within ourselves and our organizations. This training will bring self-care practices to your organizational colleagues and will be led by an OD coach.

- ***Anti-oppression regional workshop*** *– In order to find solutions that will end violence against all girls and women, we must understand and address the multiple, compounding oppressions that create barriers to justice, including sexism, racism, and classism. This training will be with Movement Makers in your region, including some Movement Maker Alumni, and movement allies, led by Monica Dennis and Rachael Ibrahim.*

- In the coming weeks, we will share more information to get you ready for these activities!

Next Convening

- Our next gathering will be focused on transformational leadership development on October 25-30 at Mohonk Mountain House in New Paltz, NY. The key faculty trainers will be Helen Kim and Toby Herzlich of Rockwood Leadership Institute. In advance of this convening, you will be required to complete a 360-survey, which solicits feedback about you from your colleagues.

Evaluation

- As part of our evaluation efforts, the Social Policy Research Associates team will be in touch to schedule baseline interviews during the month of July. Please be on the look out for their outreach!

Convening 3 in South Africa

- Get your passports ready! It's not too early to begin preparing your travel documents for the third convening, the international exchange in South Africa in January-February 2016. To participate in the international exchange, your passport must be valid for 30 days after the planned departure date (through March 12, 2016) and have at least two fully blank visa pages. Turnaround time for a new passport or a renewal can take up to six weeks. For more information on obtaining or renewing a passport, please visit travel.state.gov.

NOTES

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