

# Inclusive Approaches to Prevention

Safehouse Progressive Alliance for  
Nonviolence (SPAN)

**2010**

**safehouse**  
progressive alliance  
for nonviolence





# Welcome & Introductions



Your Presenters:

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You & Your Desired Outcome for Today



# Goals

- ◆ Identify the necessary steps to building an inclusive primary prevention program.
- ◆ Strategies for incorporating social justice values into the design and implementation of violence prevention programs.

# Diversity vs. Inclusiveness

- ◆ Diversity: a reflection of various cultural and demographic backgrounds that comprise an organization
- ◆ Inclusiveness: creates opportunities and incorporates strategies to include the perspectives and experiences of diverse individuals at **all** levels of decision making, policy setting and program design



# Questions to Ponder...

- ◆ Why is an inclusive approach to prevention important to your program/agency? To you personally?
- ◆ How would you describe the effectiveness of your program's current inclusivity efforts?
- ◆ What, if anything, would you like to see change or improve in your program's approach to inclusivity?



# Why is an Inclusive Approach Important?

- ◆ Helps us to recognize organizational dynamics
- ◆ Establishes ongoing feedback loop with the community
- ◆ Recognizes the organization (and the people in it) as “works in progress”

# What Makes It Work?

- ◆ Shared understanding of what “inclusiveness” means
- ◆ Room for mistakes and growth
- ◆ Open door ‘feedback loop’ when creating and developing programs for the communities we serve
- ◆ Practicing **Ethical Communication**
- ◆ Constant attention to equity, power and privilege
- ◆ Accountability throughout: **people** make up ‘the programs’
- ◆ Multi-racial demographics of our communities require an inclusive perspective in all we do!

# Various Forms of Oppression

Age = Ageism

Class = Classism

Gender = Sexism

Health/Ability = ABLE-ISM

Language = "ENGLISH-ONLY"

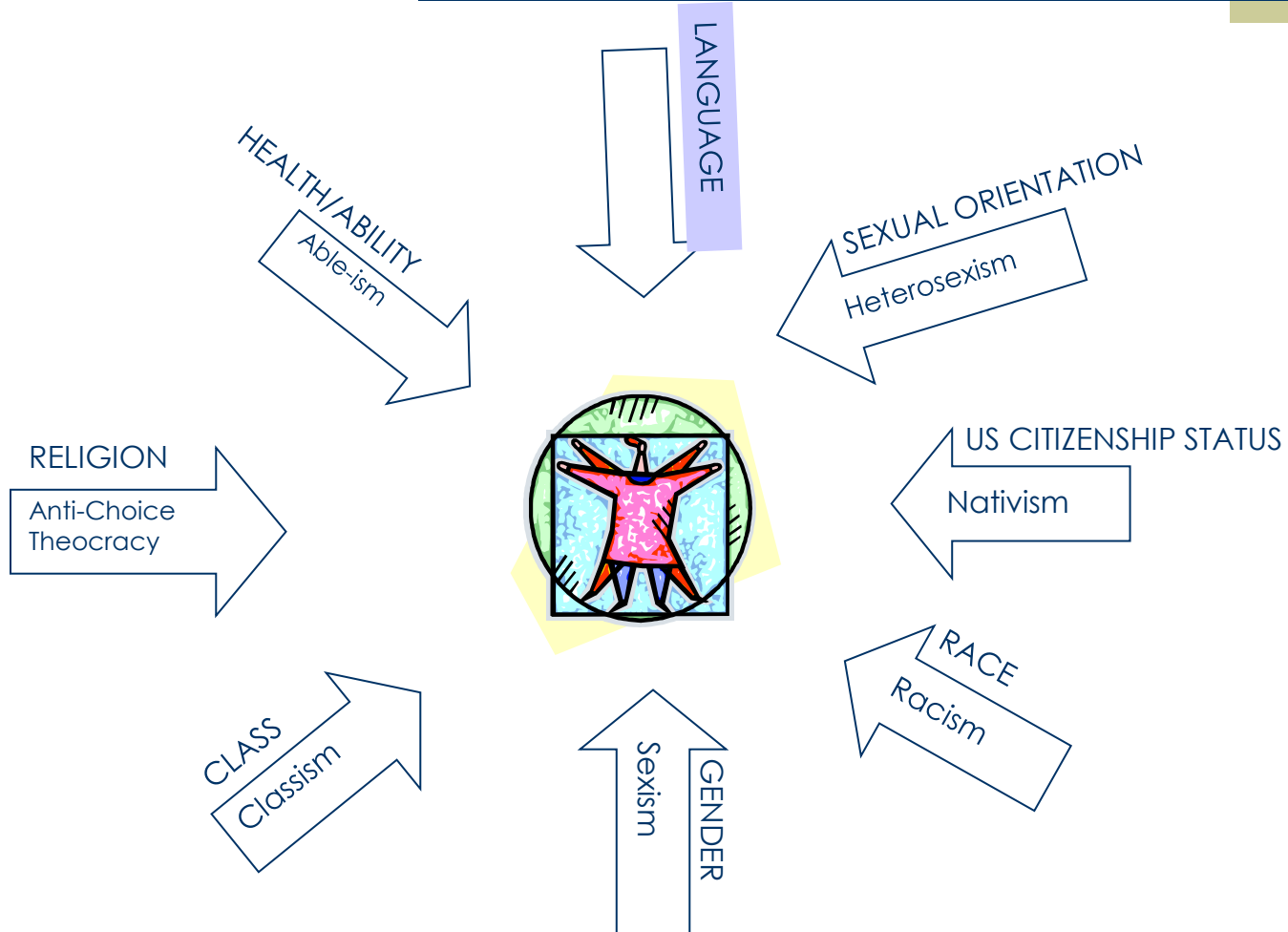
Race = RACISM

Religion = THEOCRACY

Sexual Orientation = HETEROSEXISM

US Citizenship Status = NATIVISM

# Intersectionality of Oppression



# OVERT

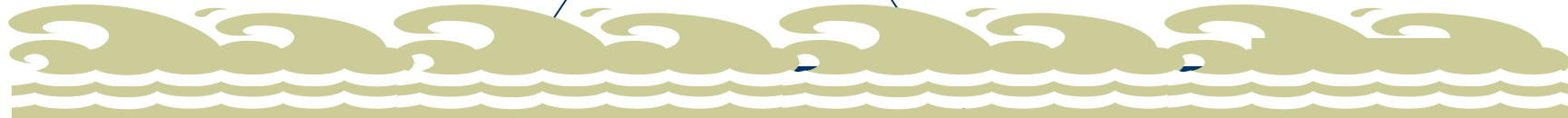
## Acts of Oppression

Use of the "n"-word, other slurs

Neo-Nazis

Racist Jokes

Hate Crimes



# AVERSIVE

## Acts of Oppression

Choose to avoid situations to examine own -isms

Racial Profiling

Predatory lending

Definitions of 'marriage' by state

Paternalism

"Tracking"

Silence

Tokenism

"Let me explain..."

Laughing At/Not Challenging Racist/Heterosexual/Oppressive Jokes

Majority-white leadership

Police Harassment

Anti-immigrant laws

"That wasn't my intent..."

Relying on people from oppressed groups to name oppression

Being "Colorblind"

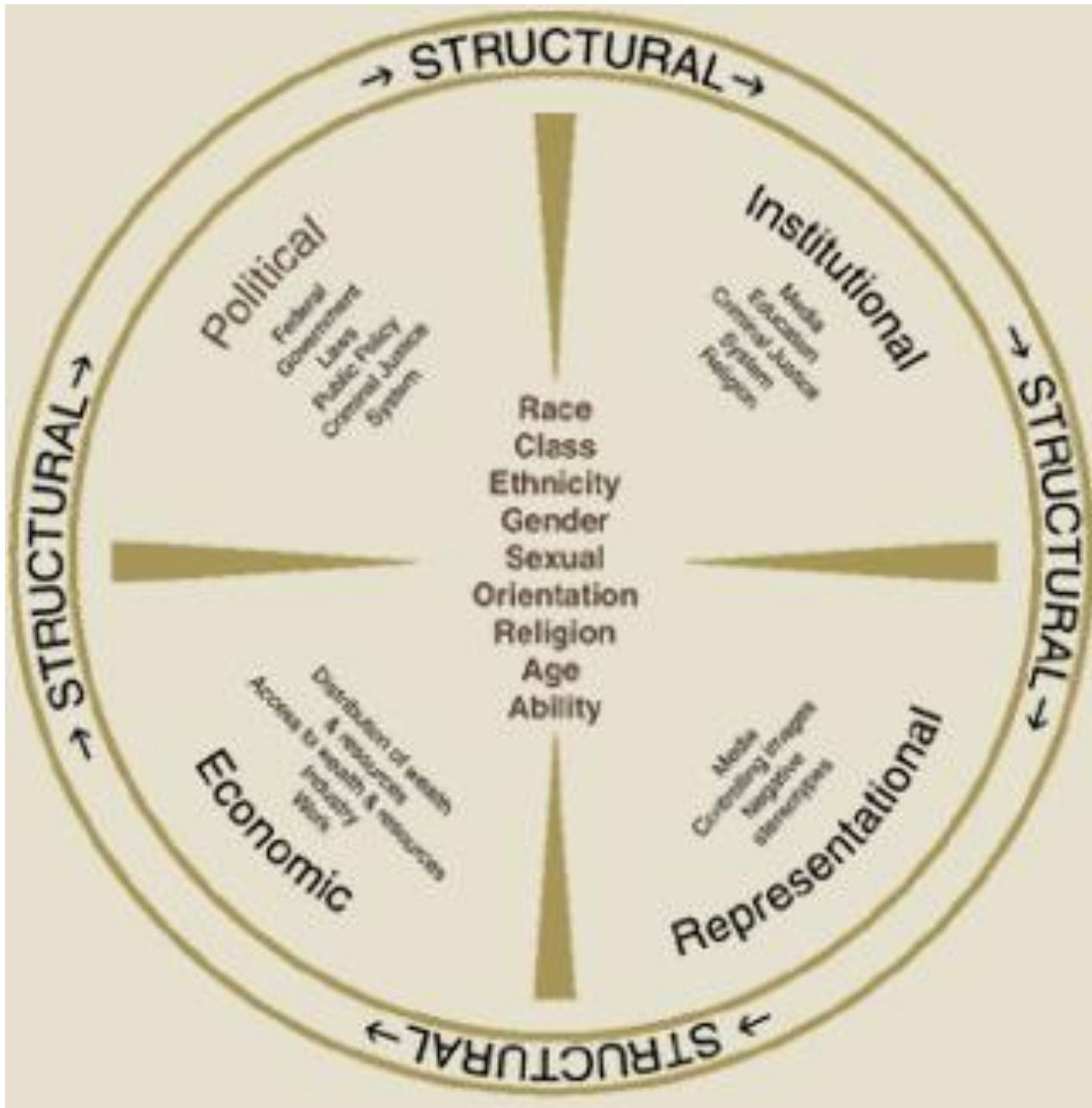
Cultural Appropriation

"The problem doesn't exist" or "It's not that bad..."

Standardized testing

"English-Only" Laws/Efforts

# The Structural Wheel





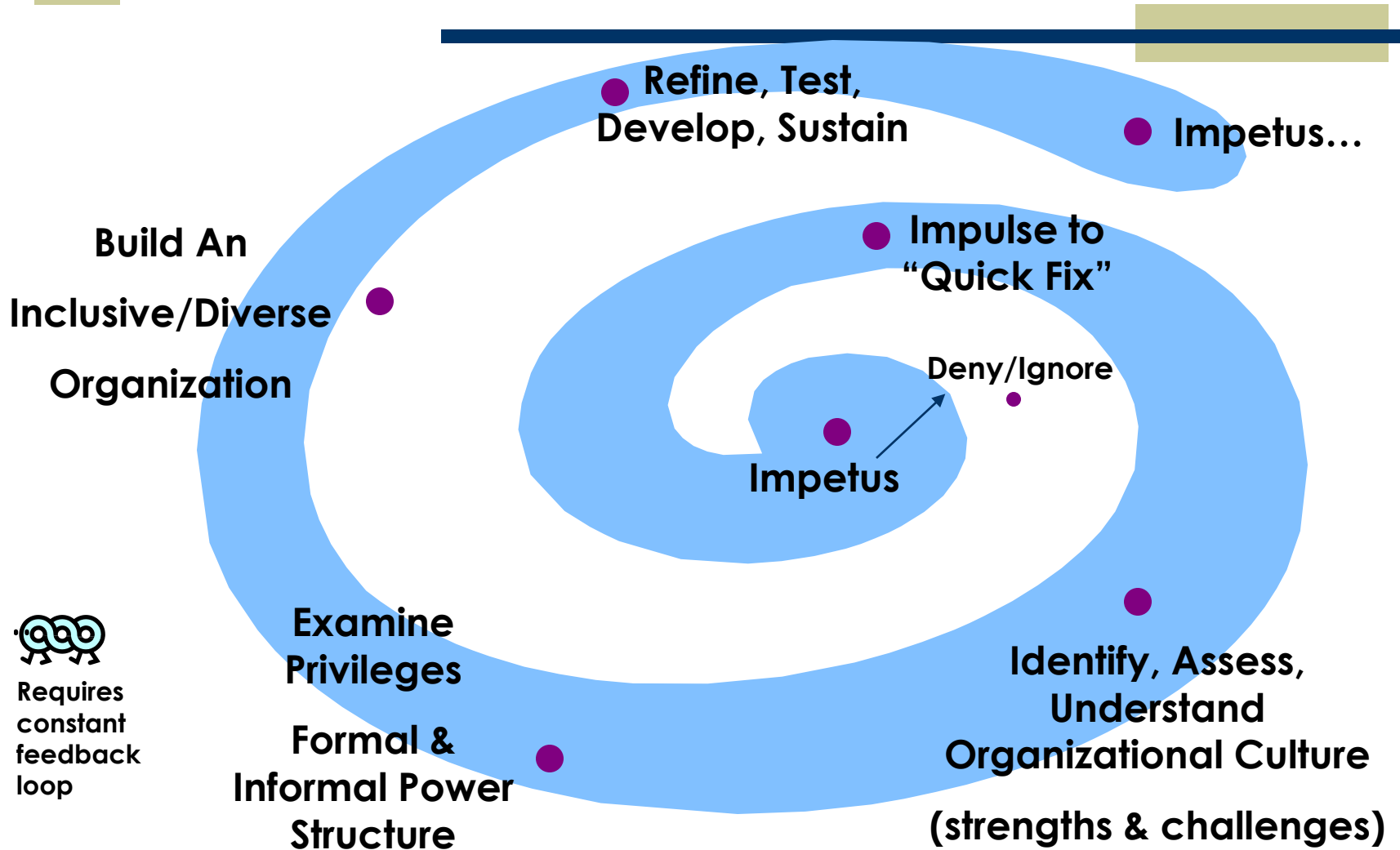
# Becoming Inclusive



Strategies must be comprehensive:

- Personal
- Organizational
- Institutional

# The Organizational Process



# Impulse to “Quick Fix”

Let's change this situation – we don't want to be racist, homophobic, non-inclusive, etc.

- Get all diverse communities on the Board/staff
- Do “diversity training”
- Deal with oppressions in a non-disruptive, conflict avoidant way
- Fail to identify core organizational values/issues which undermine inclusiveness
- *“Let's get back to the real work.”*

# Identify, Assess, Understand Organizational Culture

## **Moving Beyond Good Intentions**

- What is our defined/unspoken “organizational culture”?
- Who benefits from it?
- How does it create barriers to inclusiveness and creating a multi-racial organization?
- Who has power (formal and informal)?



# Inclusiveness *IS* Prevention



Prevention efforts must address specific needs and perspectives of particular populations

- Voice/participation
- “One size” does not fit all

Inclusive programs are better able to identify and respond to “the problems” and build on the strengths of various populations



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# From Theory to Practice

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1. Where is my group/organization/program in the process of inclusivity?
2. What are the barriers?
3. What are we doing that works so far? And how do we know it's working?
4. Your next steps?



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# Theory to Practice Exercise:

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Where is my organization/program in the process of inclusivity?

- Just starting to think about it
- Some commitment, but struggling
- Engaged and learning



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# Theory to Practice Exercise:

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What are the barriers?



# Theory to Practice Exercise:



What are we doing that works so far?

How do we know it's working?

# Strategies for Change

Steps to incorporate social justice and anti-oppression values & inclusivity into our violence prevention program – PROCESS:

- ◆ Assess strengths/needs/barriers
  - Focus Groups, Surveys, Key Informant Interviews, community meetings; not just “usual players”
- ◆ Educate – train
  - Identify knowledge gaps (from above assessment); intersectionality of oppression
- ◆ Build relationships – new partnerships
  - Be humble – not “the expert”
  - Room for honest discussion/disagreement
- ◆ Engage decision-makers/leaders –build buy-in
- ◆ “Learning Organization” – learn/grow/change



*example:*  
Developing IPV Prevention  
Program for Latino Youth

Incorporate social justice/anti-oppression values into our prevention program

- ❑ Content/curricula addresses gender, race, class, immigration, etc; intersection of issues impacting Latino youth & their families

Effective means to assess strengths/needs/barriers

- ❑ Focus groups w/Latino youth/parents; Latino community leaders (formal/informal); key informant interviews – not just IPV/Youth Violence “experts”

Education/training plan

- ❑ Address organizational/program gaps in knowledge; develop intersectionality competence; culturally competent curricula, etc.

# *example – continued...*

Effective community relationships – new partnerships

- Recognize/address history of mistrust/missteps; relationship must be mutual/reciprocal; invest in partner agency's goals

Decision-makers/leaders are engaged & supportive

- “Buy-in” from organizational leadership; educate funders/community leaders (i.e., how anti-immigration laws impact IPV survivors); long-term, sustainable support

“Learning Organization” – open to learning, growing, changing

- Develop/expand an organizational culture open to feedback; Ethical Communication – healthy conflict; mechanisms for community input; flexible, with clear direction

# Next Step Action Plan – Inclusive Prevention Program

**Challenge/Barrier to Address:** \_\_\_\_\_

Incorporating social justice/anti-oppression values into our prevention program

- \_\_\_\_\_

Effective means to assess strengths/needs/barriers

- \_\_\_\_\_

Education/training plan

- \_\_\_\_\_

Effective community relationships – new partnerships

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Decision-makers/leaders are engaged and supportive

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“Learning Organization” – open to learning, growing, changing

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# Thank You!

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