

the VIRGINIA Sexual & Domestic Violence ACTION ALLIANCE

a graphic guide

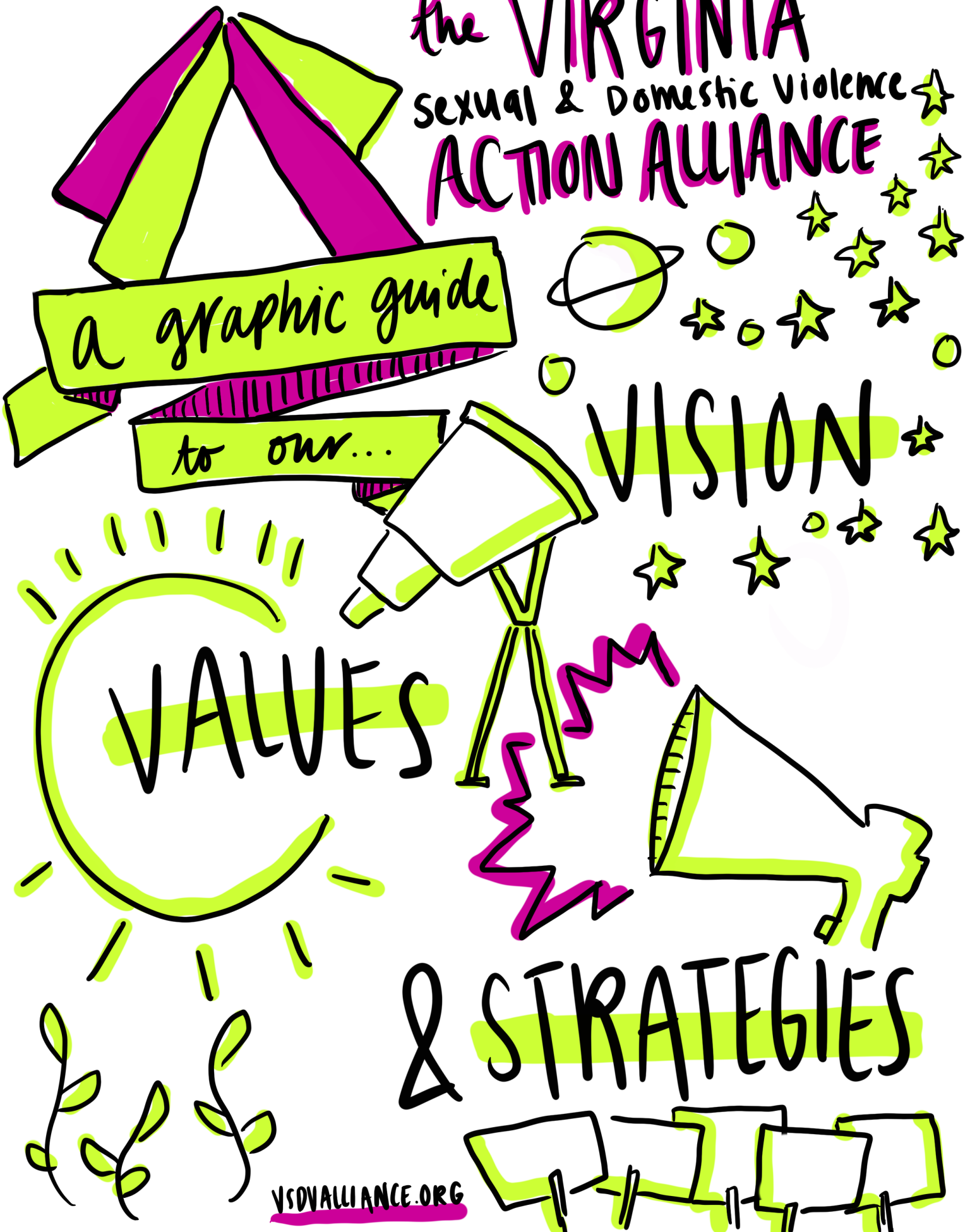
to our...

VISION

VALUES

& STRATEGIES

VSDVALLIANCE.ORG

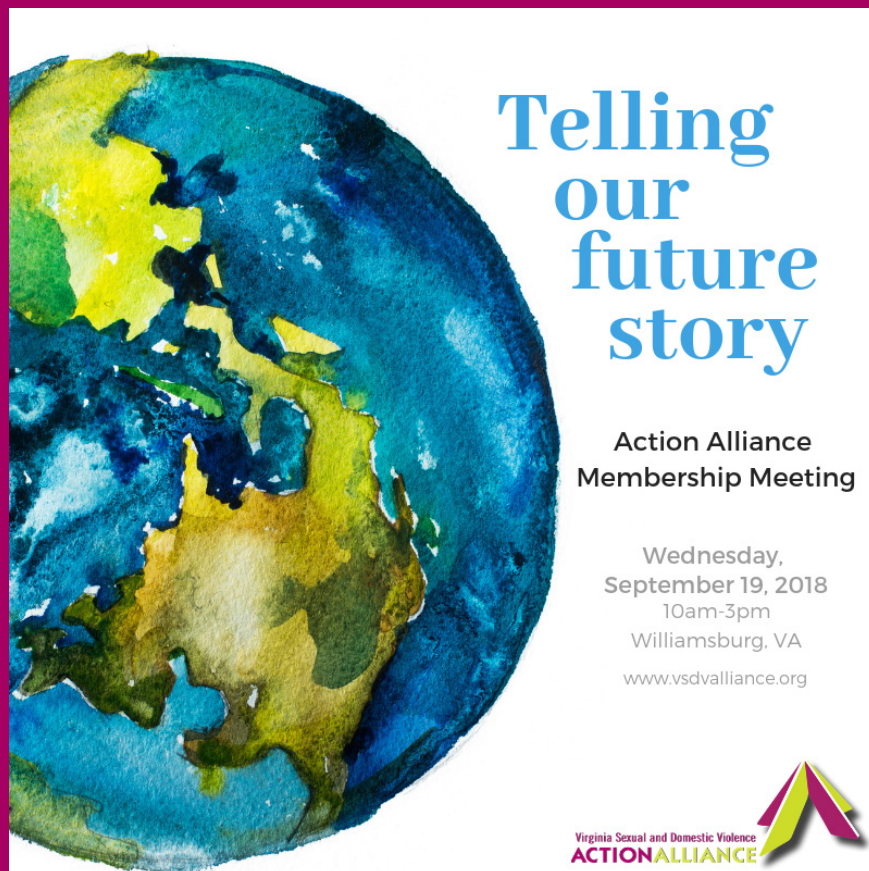


TELLING OUR FUTURE STORY

This document is a culmination of a series of listening, brainstorming, and strategy sessions conducted with the Action Alliance membership over the course of 2 years, collectively called "Telling Our Future Story".

Members were asked to imagine the world we are working toward, 500 years in the future: **what will the future look like when we have achieved our goals?**

We then worked backward from our 500-year vision to strategize what would need to be different in 100 years, 50 years, 12 years, and 5 years in order to reach our 500 year vision. **What work would we need to be focusing on now to create a world in which all of our descendants thrive...500 years in the future?** This led to the vision, values and strategies outlined in this document that now guide our work.






VISION

We have a compelling vision for a world where all of us thrive. Violence, harassment, and oppression are all around us, but it doesn't have to be that way. **A better world is within reach.** The time has arrived to make this future happen, and we choose all of us to flourish in this radiant new world.

WE SEEK A



RADICALLY HOPEFUL FUTURE

- ▶ People are free and have what they need to reach their full potential;
- ▶ Relationships, families, and communities are healthy, equitable, nourishing, and joyful;
- ▶ Government, institutions, and systems are rooted in equity and justice;
- ▶ All decisions are grounded in whether they will benefit our future descendants, and sustain our beautiful Earth.

In this future, fear and anger give way to regenerative*, transformative love; oppression and exploitation give way to liberation and justice.

JUSTICE LOOKS LIKE A WORLD WHERE...

...communities that are most affected by policies and decisions are at the center of the decision-making and have ample influence and representation to make change happen.

...individuals, families and communities are able to determine their own path toward wholeness.

...harm is addressed through a survivor-centered focus on accountability and reparations with a goal toward wholeness and restoration.



LIBERATION GETS US TO A WORLD WHERE...

...all of us are free and supported in reaching our full potential.

...the full humanity and dignity of all people are recognized and embraced.

...we operate from love and curiosity.

...all living things and our ancestors are honored as sacred and interconnected.

...communities thrive and are sustained by nourishing human connection.

*Regeneration: renewal, revival, and/or restoration of a person's spirit; new growth.






VISION



A WORLD where all of us **THRIVE**.
where **WE CHOOSE ALL OF US**

& Where

- people have what they need   
- people are **FREE**  
- DECISIONS** are **GROUND**
in what will benefit descendants & our Earth.
- Relationships families & communities are...

Violence, harassment, & oppression are all around us, but a **BETTER WORLD IS IN REACH!**

Healthy 

Equ 
Joy 

Justice

institutions &

systems

are ROOTED
in equity &
Justice

We are all able to
determine our own

PATH

towards wholeness

Harm is addressed
through a survivor-centered
focus on accountability & reparations

Those
most affected
are centered
in policy
& decision-
making

Liberation

ships,
communities

Communities thrive &
are sustained by connection

All living things
& ancestors are
honored as sacred
& interconnected

People's full
humanity is
recognized & embraced.

Nourishing

itable

ful

VALUES

We believe **HOW** we go about our daily work is as important as **WHAT** we do.



EQUITY

Acknowledging that needs differ & working to ensure those needs are met.



RESPECT

Treating each others' ideas, perspectives, histories & bodies with care & high regard.



BRAVERY

Taking risks to act boldly in alignment with our values.



JOY

Taking pleasure in our work together, through grief & sadness.

COMMUNITY

Understanding this work generationally, pledging to stay on, & re...

Build...
mov...
tow...

CO...
A...

COLLECTIVE ACTION

Building relationships together towards a common vision.

ADVOCACY

Supporting survivors in healing, following their lead & helping them determine their goals.

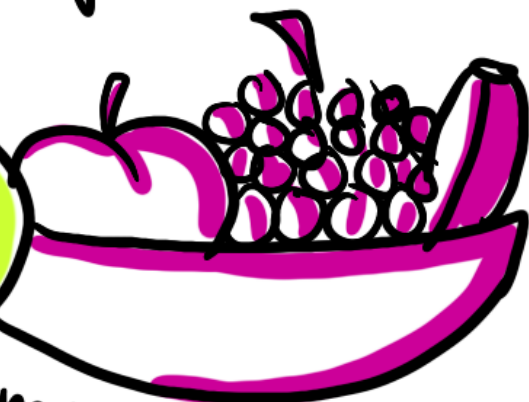


MENT

Understanding that... is...;... to both task &... as... ed.

ABUNDANCE

There is enough time, capacity, & resources to accomplish our priorities.



RESPONSIBILITY

Being accountable for our successes, failures, harms, & their impact on others, repairing harm, & doing better.



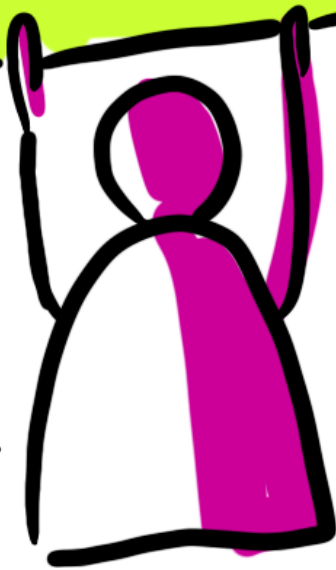
SOCIAL JUSTICE

Working to make our communities & institutions more equitable for all.

Even... ss... ng space to connect, nourish, & heal.

STRATEGIES

GENDER JUSTICE



People of ALL genders are valued & share equitable access to —

POWER & KNOWLEDGE & RESOURCES

in families, communities & the state.



SVV

Gender Expression is no longer policed
(How a person expresses their gender identity through clothes, mannerisms, etc.)

comprehensive sexual health education centers those v



WE WILL BUILD A MORE
EQUITABLE WORLD BY CENTERING
GENDER, RACIAL, REPRODUCTIVE &
ECONOMIC JUSTICE!

Naming,
Resisting,
& Replacing

systems of white
supremacy, anti-
blackness, xenophobia,
colonialism, & other forms of
racial oppression

REPARATIONS

for the
harms that
have been
committed against
people of
color.

RACIAL
JUSTICE

Victims

are

believed!

Consistent
& ongoing
work to
decolonize
mindsets.

Restorative &
transformative

receiving the education

ACCURATELY
teaching
histories
of racism
& colonialism,
& resilience
& resistance!

JUSTICE

REPRODUCTIVE JUSTICE

The Right to personal body
& to have ac
& resources to
bodily auton

This inclu
having c
not having
& parenting
in safe &

Universal
paid
parental
leave



Education
& resources
are available
for people to make
healthy choices for them-
selves.

EVERYONE'S
SOMEONE WHO HAS
HAD AN ABORTION
-NNAF

Fight
that exc
control over
& commun
legislation
separating

Train &
Promote
Work to

at the Action Alliance we...

maintain
by autonomy
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maintain that
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children,
children,
children
& sustainable
communities.

ting legislation
ercises power &
er people's bodies
ities: anti-abortion
n, mass incarceration,
families at the
border, etc.

support VA's 60+ SV & DV agencies!
olicies to ensure Healthcare access for all!
end the criminalization of youth of color
& youth with disabilities.

The Right for
Workers to
protect & advance their
Collective Rights!

UNIONIZE!

Valuing People  People over  profit.

ECONOMIC
JUSTICE



 Universal,
accessible,
& affordable
education.



STRATEGIES

The work to create a world where relationships, families, and communities are healthy, equitable, and joyful requires us to think and work broadly to address the underlying factors that drive oppression and violence. We will work to build a more equitable world by centering* **gender justice, racial justice, reproductive justice, and economic justice.**



GENDER JUSTICE

WHAT WE MEAN BY GENDER JUSTICE

Gender justice means that people of all genders are valued equally and able to share equitably in access to power, knowledge, and resources in families, communities, institutions, and the state. Gender justice includes naming and resisting discrimination, violence, and oppression based on sex designated at birth, gender identity, gender expression, and/or sexual orientation.

HOW GENDER JUSTICE INTERSECTS WITH SEXUAL AND INTIMATE PARTNER VIOLENCE

Sexism, transphobia, homophobia, and patriarchy* drive sexual and intimate partner violence. People who are bisexual, trans, nonbinary and/or queer experience higher rates of sexual and intimate partner violence than people who are cisgender and straight. Misogynist beliefs about the role of perceived femininity influence the behavior of many perpetrators of sexual and intimate partner violence; this shows up in beliefs like women and feminine people should always be available sexually, should serve men, should be passive and agreeable, etc.

EXAMPLES OF WHAT OUR VISION OF GENDER JUSTICE INCLUDES

- Survivors are believed when harm happens.
- People of all genders, gender expressions, and sexual orientation are able to live and work without fear of harassment.
- Gender norms and gender expressions are no longer policed; all people feel free to dress how they want, love whom they want in consenting relationships.
- Comprehensive sexual health education is prevalent and centers the lives of the people receiving the education.
- Gendered violence has been eliminated in the lives of all people.

HOW WE'RE CURRENTLY WORKING TOWARD GENDER JUSTICE

- We train and provide professional support to Virginia's 60+ sexual and domestic violence agencies to help them provide the best possible response to survivors.
- We work with legislators to make sure Virginia's sexual and domestic violence agencies have the funding and tools they need to advocate effectively for survivors.
- We create and share prevention strategies aimed at young people to learn the skills of consent.
- We teach preventionists across Virginia how to use creative expression to build resilience among teens.
- We invest in movement work and policy efforts that promote equity for LGBTQ+ communities.
- We fight to make Virginia the 38th and final state to ratify the Equal Rights Amendment, equal legal rights for all American citizens regardless of sex.

*Center: bring these issues to the forefront

*Patriarchy: the belief in the supremacy of maleness, and the systems which support and operationalize this belief.



WHAT WE MEAN BY RACIAL JUSTICE:

Racial justice is a proactive creation and reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.¹ Racial justice includes naming, resisting, and replacing systems of white supremacy, anti-Blackness, xenophobia, and other forms of racial oppression.

HOW RACIAL JUSTICE INTERSECTS WITH SEXUAL AND INTIMATE PARTNER VIOLENCE

Racism creates serious barriers to safety for victims of sexual and intimate partner violence. Building racial justice is an essential part of effective victim advocacy on a systems-wide and individual level. Disparities based on race, ethnicity, and national origin often determine access to (or quality of) help, resources, information, and options offered to survivors of sexual and intimate partner violence. These disparities affect how survivors of color and immigrant survivors are responded to by major institutions, including criminal/legal systems, housing and employment resources, educational institutions, financial institutions, healthcare systems, etc., and constrain the ability for survivors of color to achieve equitable health, safety, and security outcomes for themselves and their families.

EXAMPLES OF WHAT OUR VISION OF RACIAL JUSTICE INCLUDES

- Power and resources are shared equitably.
- Reparations for the harms that have been committed against communities of color, specifically black and indigenous communities, and long-term investments in those communities.²
- Celebrating global citizens as an essential part of a thriving society.
- Accurate teaching of history – including racism, violence, colonialism, injustice, as well as resilience and resistance.
- Consistent and ongoing work to decolonize mindsets to practice sharing and equity, rather than domination and exploitation.
- Equal access to fulfilling employment opportunities, safe and affordable housing, fair financial practices, healthcare that heals, comprehensive education, unbiased criminal/legal systems, etc.
- Using restorative and transformative justice measures to respond to harm, rather than operating as though imprisonment is the only option to deliver “justice” for harm done.

HOW WE'RE CURRENTLY WORKING TOWARD RACIAL JUSTICE

- We partner with policy leaders and preventionists to help end the criminalization of youth of color and youth with disabilities, and dismantle Virginia's “trauma-to-prison pipeline” (a.k.a. “school-to-prison pipeline³”);
- We invest in collaborative learning to empower local agencies to build healing-centered responses to sexual and intimate partner violence for communities of color and other underserved populations.
- Our legal advocacy project, Project for Empowerment of Survivors (PES), offers trauma-informed legal services and legal advocacy to callers from Virginia who are experiencing sexual or intimate partner violence, dating violence, human trafficking, hate crimes, and/or immigration-related concerns. We have bilingual, bicultural Spanish-speaking advocates on staff and can provide advocacy in a range of other languages.

¹ Source: http://www.uprootingracism.org/wp-content/uploads/2012/02/What%20is%20Racial%20Justice_.pdf. Retrieved 1/30/18

² See Movement for Black Lives Platform. Source: <https://policy.m4bl.org/platform/>

³ See <http://www.justicepolicy.org/news/8775> Retrieved 3/15/19





REPRODUCTIVE JUSTICE

WHAT WE MEAN BY REPRODUCTIVE JUSTICE

Reproductive justice is the human right to maintain personal bodily autonomy, to have access to the information and resources we need to maintain bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable environments and communities.¹

HOW REPRODUCTIVE JUSTICE INTERSECTS WITH SEXUAL AND INTIMATE PARTNER VIOLENCE

Reproduction and sexuality are integral parts of the human experience with physical, emotional, intellectual, social, and spiritual dimensions.² A person's sexual and reproductive health are directly impacted by experiences of sexual and intimate partner violence. The state exercises power and control over how and when people care for and build families. Demonstrations of these harms include: housing discrimination; destruction of environmental protections; penalization and monitoring of state benefits; inequitable healthcare accessibility; anti-abortion legislation; mass incarceration; separation of families at the border; and police brutality and murder. Because acts of violence serve to remove power and agency from individuals, informed consent for all personal bodily decisions is an essential part of helping survivors find a path to healing, and large-scale systems change is an essential part of survivor advocacy.

EXAMPLES OF WHAT OUR VISION INCLUDES

- Families and communities are able to welcome children with joy and abundance. Communities know that all children will have the opportunity to reach their full potential and will have access to safe neighborhoods, meaningful education, safe water and food, etc. Every child has the opportunity to reach their full potential, to the last child.
- Coercion, harassment, intimidation, colonization, or violation of bodies no longer exists.
- We interact with our planet in way that helps it survive and thrive so that our future descendants may also survive and thrive.
- Everyone has the resources and education they need to make healthy choices for themselves and their families.
- Universal paid parental leave.

HOW WE'RE CURRENTLY WORKING TOWARD REPRODUCTIVE JUSTICE

- We work to erase disparities in maternal mortality rates among Black mothers³;
- We promote policies to ensure:
 - healthcare access for all people living in Virginia.
 - full access to non-judgmental, safe, legal, affordable options about reproductive choices, including contraceptives and abortion, and clear, medically accurate information to help make choices based on informed consent.
 - full access to prevention education and services that promote sexual and reproductive health and wellness across the lifespan.
 - universal quality healthcare, childcare, and paid sick leave.
 - gender-affirming and culturally relevant support services, including counseling and/or trauma-informed advocacy services, centered-in and provided by individuals at the intersection of multiple marginalized identities and experiences.

¹ From SisterSong Women of Color Reproductive Justice Collective. Retrieved from <http://sistersong.net/reproductive-justice/>

² Perry, B. 2011. "Healthy Sexuality for Sexual Violence Prevention: A report on promising curriculum-based approaches". Virginia Sexual & Domestic Violence Action Alliance.

³ See https://www.hsph.harvard.edu/magazine/magazine_article/america-is-failing-its-black-mothers/ or <https://www.nytimes.com/2018/04/11/magazine/black-mothers-babies-death-maternal-mortality.html> Retrieved 3/15/19



WHAT WE MEAN BY ECONOMIC JUSTICE

Economic justice is the human right to earn a living wage¹ in a safe work environment, the right to be paid and receive benefits equitably, and the right to choose work that is fulfilling. We believe in the opportunity for everyone to achieve financial self-sufficiency and build economically stable lives for themselves and their families.

HOW ECONOMIC JUSTICE INTERSECTS WITH SEXUAL AND INTIMATE PARTNER VIOLENCE

Sexual and intimate partner violence create economic hardships and vulnerabilities that impact safety and financial security of survivors. Financial impacts of surviving violence may include: time away from work, healthcare costs, legal fees, housing costs, and childcare costs. Sexism, racism, heterosexism, and other oppressions are linked to economic vulnerabilities that increase risk for exploitation and violence. Because personal safety and economic security are inextricably linked, economic justice is a key component of ensuring a comprehensive and effective response to survivors of sexual and intimate partner violence.

EXAMPLES OF WHAT OUR VISION OF ECONOMIC JUSTICE INCLUDES

- Valuing people over profit.
- Equal pay for equal work.
- Access to robust safety nets like TANF, SNAP, and SSDI for individuals and families in need.
- Universal access to affordable quality education at all levels (from preschool through vocational or graduate school) and to job training and retraining plus support in achieving a career path.²
- The right for workers to protect and advance their collective rights.
- Robust and effectively enforced non-discrimination policies in workplaces.
- Environmentally sustainable economic practices and policies, such as renewable energy.³
- Trauma-informed and restorative responses when exploitation and violence happen in the workplace.

HOW WE'RE CURRENTLY WORKING TOWARD OUR VISION OF ECONOMIC JUSTICE

- We offer parental leave and pay a living wage and full healthcare premiums for full-time staff and contribute to retirement for staff starting their third year of employment. We encourage all other Sexual & Domestic Violence Agencies in Virginia to do the same.
- We promote policies to ensure a living wage for everyone working in Virginia, equal and fair access to affordable and safe housing⁴, and access to affordable, quality childcare.
- We seek to decriminalize poverty by working with movement leaders and policy advocates to end the system of cash bail which requires people to pay money to gain freedom while awaiting a court date.

¹ A living wage is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time. Source: <http://livingwage.mit.edu/>

² ibid

³ ibid

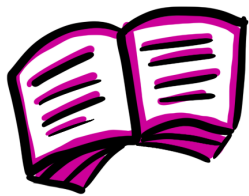
⁴ See Unitarian Universalist Association 2017 Statement of Conscience: Escalating Economic Inequity. <https://www.uua.org/action/statements/escalating-economic-inequity>



CHANGE IS COMING

What do we
need to imagine...
as we prepare for it?

- adrienne marce brown



Emergent Strategy

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