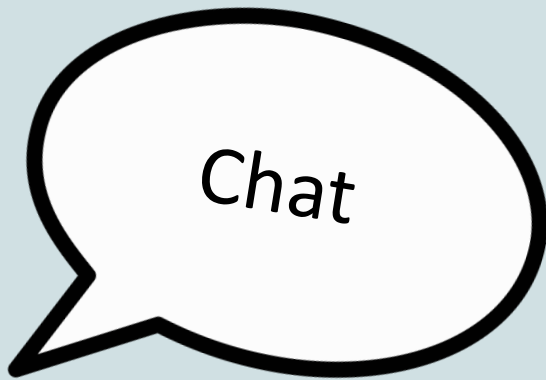


Let's Talk Oppression & Hold Each Other Accountable



1. Name and pronouns
2. If there was an extra hour in the day, how would you spend your time?

A large iceberg floats in the ocean. The visible tip is a jagged, snow-covered peak. The much larger, submerged part of the iceberg is visible below the water line, illustrating the concept of hidden or unacknowledged issues. The sky is a clear, pale blue with light clouds.

Let's Talk Oppression & Hold Each Other Accountable

Tatiana Piper
Jackie Strohm

Pennsylvania Coalition Against Rape

Learning Objectives



By the end of this workshop, participants will be able to...

- compare gender based violence to racism and other forms of oppression.
- demonstrate how to give and receive feedback
- apply methods of accountability within the workplace

Access the recording of the live webinar on the Delaware Coalition Against Domestic Violence's (DCADV) website!

Power and Oppression: Let's Break it Down

Created by the Social Justice Subcommittee

Presenters: Makenzie Swanson, & Brooke Ophardt



PCAR

PENNSYLVANIA COALITION AGAINST RAPE



Help

keep professionals ready
to serve survivors.



Hope

for a world free of
sexual violence.



Healing

the trauma of sexual
assault.



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Rights as Learners

- Participate
- Pass
- Respect
- Privacy
- Have fun!





Pennsylvania Coalition Against Rape
National Sexual Violence Resource Center
Working together to prevent sexual violence.

January 25, 2017

Our commitment to racial justice

The Pennsylvania Coalition Against Rape (PCAR)/National Sexual Violence Resource Center (NSVRC) considers racial justice critical to the movement to address and end sexual violence. We seek to uphold racial equality and oppose racism in all forms. Committing to racial justice propels sexual violence prevention work forward and helps to dismantle power imbalances that have long-existed in the United States.

In the United States, communities of color have experienced systemic prejudice and racism. Sexual violence has historically been used as a tool of oppression. Black women have experienced an “institutional pattern of rape” rooted in slavery (West & Johnson, 2013, p. 1). Additionally, more than 10,000 indigenous children were forced to attend government-sponsored Christian boarding or day schools beginning in the late 1800s, and “rampant sexual abuse at reservation schools” among other abuses by school officials continued until the end of the 1980s (Smith, 2007, p. 13). The effects of institutionalized power imbalances continue to propagate prejudice and racism against communities of color.

Today, crimes of sexual violence are largely intraracial — meaning victims and perpetrators share the same racial and cultural identity — however, system responses to these crimes remain woefully inadequate as experienced by communities of color. Barriers to seeking help remain significant for communities of color and are influenced by racism and other forms of oppression in the U.S. It is important to note American Indian and Alaska Native men and women are three times more likely than non-Hispanic White men and women to have

(PCAR, 2017)



Feminism & Gender Based Violence



Aspects of violence against women is rooted in sexism—but violence against all people is rooted in power and control in a patriarchal system.

Roots of Our History



Prejudice

A pre-judgement based on misinformation or lies of a particular cultural or social group

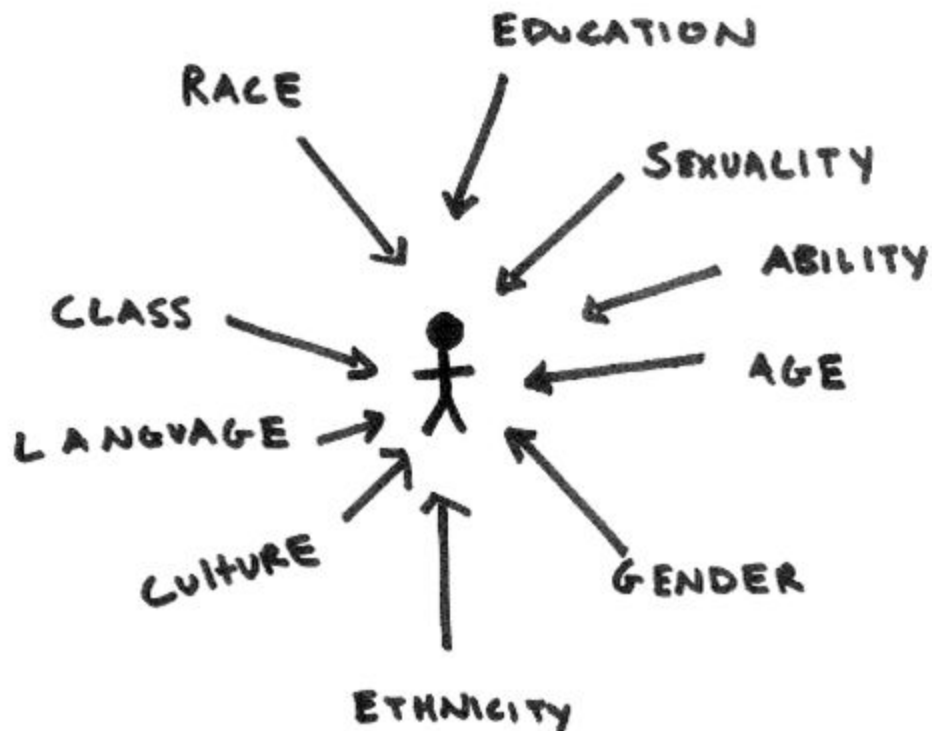
+ Power

The capacity to exercise control over others, using social, cultural, or economic power

= Oppression

A system that discriminates against members of some groups and benefits other groups

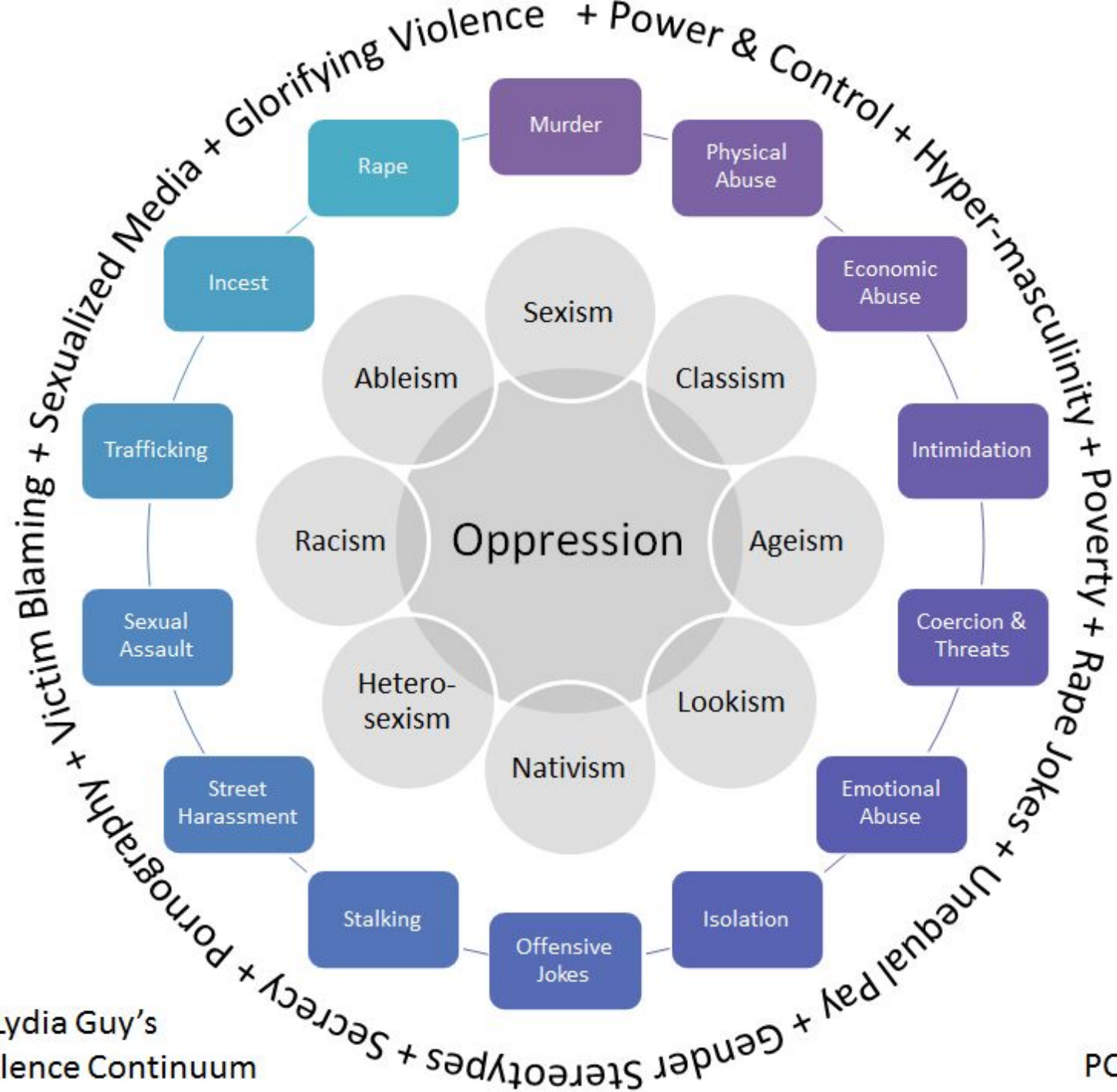
OPPRESSION IS BASED ON OUR IDENTITY GROUPS



DOMINANT GROUP

VS

TARGET GROUP



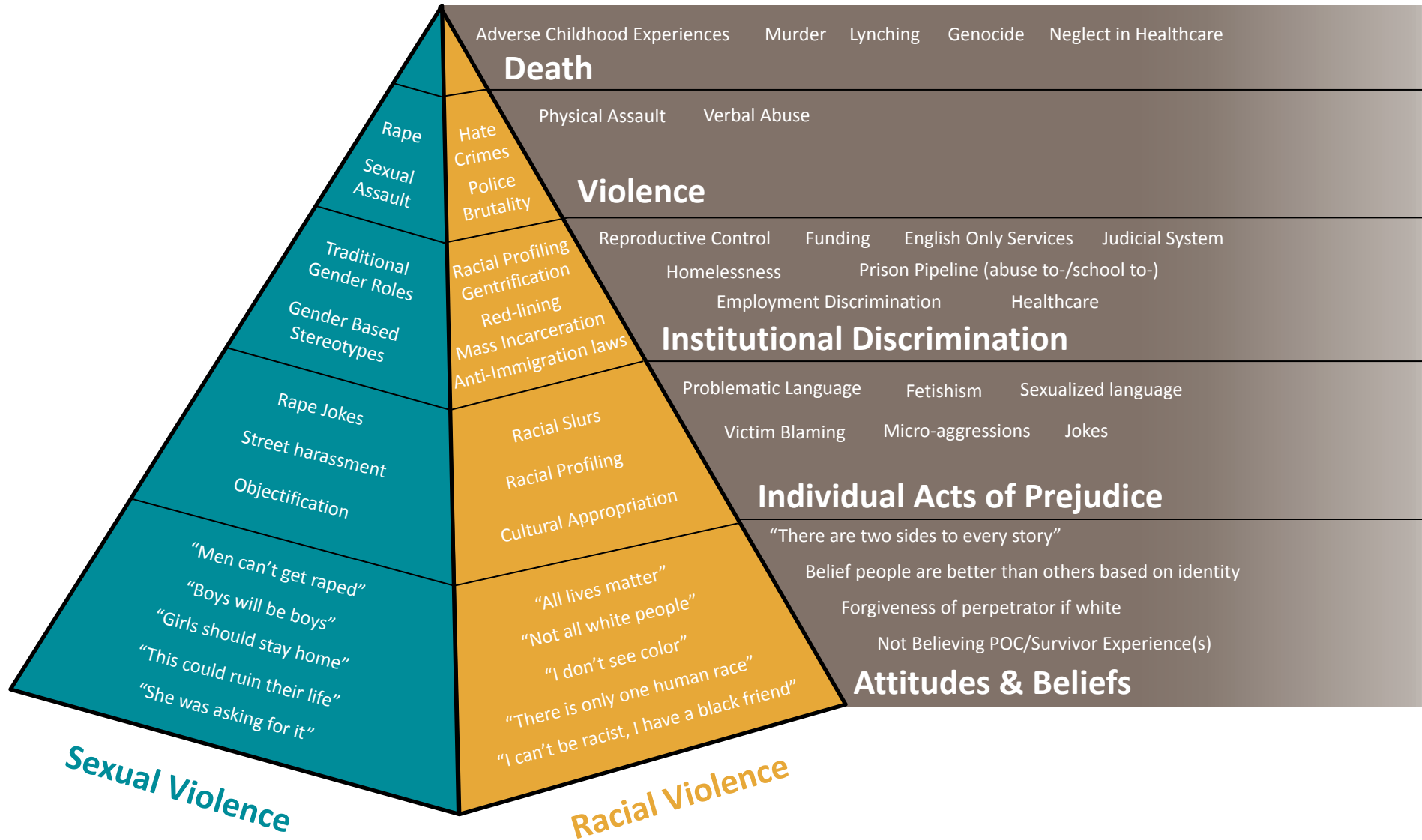
Based on Lydia Guy's
Sexual Violence Continuum





Racial and Sexual Violence Pyramid

(Piper & Strohm, 2019)



“She’s so nice and kind.
She didn’t mean it that way.
She couldn’t possibly be racist.”

“I’ve known him forever.
He wouldn’t hurt a fly. He’s no nice.
He couldn’t have raped her.”

*I'm sure it was a
misunderstanding*

You're
overreacting

I believe
you

Do you have
any proof?

You need
to move on

OVERT WHITE SUPREMACY (Socially Unacceptable)

Source Information:
Original Image: Safehouse Progressive Alliance for Nonviolence (2005)
Adapted by Ellen Tuzzolo (2016)

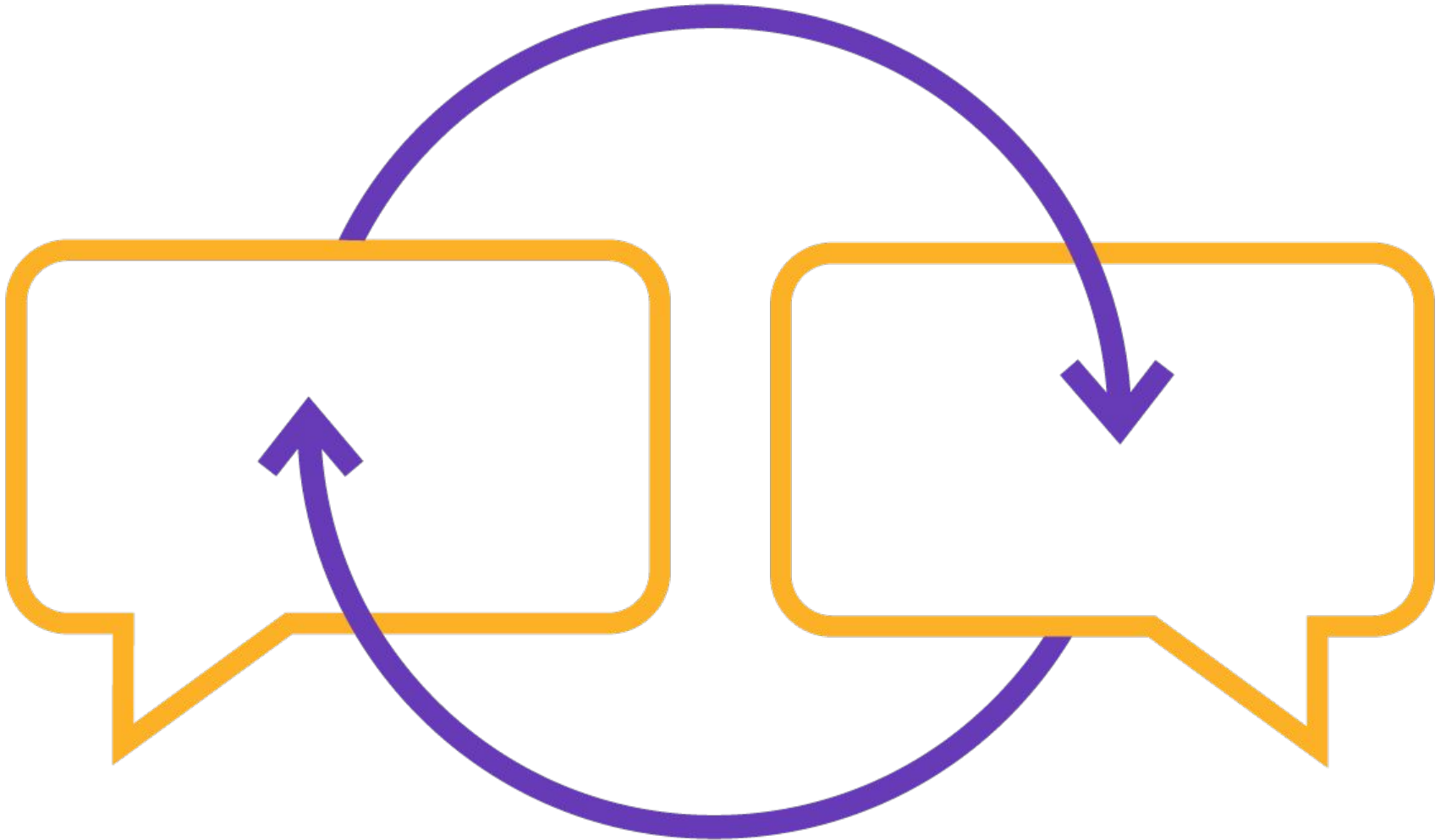
(ICCC, 2019)



White Supremacy Culture Principles



Giving and Receiving Feedback



Care Personally

*IGNORANCE,
NO CHANGE*

RUINOUS EMPATHY:

Silence to avoid hurting the person's feelings.

*TRUST,
FUNDAMENTAL CHANGE*

RADICAL CANDOR:

Respectful confrontation.

Silence ←

Challenge Directly →

MANIPULATIVE INSINCERITY:

Silence to be liked/fit in; or as self-defense.

OBNOXIOUS AGGRESSION:

Fighting disrespect with disrespect.

*MISTRUST,
NO CHANGE*

*DEFENSIVENESS,
LITTLE CHANGE*

Rage

Giving Feedback



Choose an appropriate time and place.



Describe a specific behavior you observed.



Explain the impact of the behavior.



Ask questions to understand.



Set expectations for the future.



Follow up at an appropriate time.

Receiving Feedback



Take a deep breath



Check your feelings



Actively listen



Give thanks



Apologize and commit to change



Take time to reflect



Take action



Practice giving & receiving feedback

- Groups of three
- Take turns going through each scenario
- Rotate being the giver, receiver and observer

Power Dynamics





What do you think accountability is?

Accountability & Taking Risks



Accountability is the ability to recognize, end, and take responsibility for violence.

Staircase of Accountability

6

Become a healthy member of your community

5

Change harmful attitudes and behaviors so that violence is not repeated

4

Make repairs for the harm

3

Recognize the consequences of violence without excuses, even if unintended

2

Recognize the violence

1

Stop the immediate violence

Intent vs. Impact



Accountability as a Gift



What Are Microaggressions?



The Four R's of Interrupting Microaggressions

REQUEST

ASK THEM TO ELABORATE

"Can you say more about that?"

"I don't get it... why is that funny?"

"Can I asked why you phrased it that way?"

TELL THEM TO STOP

"That's inappropriate. Leave them alone."

"That's racist. We don't use that phrase anymore."

BE CLEAR ABOUT WHAT YOU NEED

"What I'd like is..."

"It would be helpful to me if..."

"Can you find someone who can help?"

@theSOARcollective

REFLECT

PARAPHRASE OR RESTATE WHAT YOU'RE HEARING AND FEELING

"I think what I'm hearing you say is..."

"It sounds like you..."

SHARE A PERSONAL REFLECTION AS A LEARNING OPPORTUNITY

"I used to think ____, but then I learned ____."

"I'm sure you weren't trying to come across that way, but when you say ____, it has this impact..."

@theSOARcollective

The Four R's of Interrupting Microaggressions

REDIRECT

SHIFT THE FOCUS TO A DIFFERENT TOPIC

"Let's move on..."
"Next up on the agenda..."

ASK OTHERS TO SHARE THEIR THOUGHTS

"What do others think?"
"Let's open that up for discussion"

CAUSE A DISTRACTION

"Can you give me directions to...?"
"Do you know how to work the printer?"
Accidentally on-purpose spill your drink

@theSOARcollective

REVISIT

IN THE MOMENT

"Can we go back and revisit what was just said?"
"Something that was said didn't sit well with me...
can we talk about it before we move on?"

TALK ABOUT IT LATER

"I want to go back to something that was said in
our morning meeting..."

CHECK-IN WITH THE PERSON WHO WAS TARGETED

"What can I do? What do you need?"
"Do you want to talk about it?"

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What holds you back from interrupting
microaggressions?



Whose responsibility is it to interrupt
microaggressions?

QUESTIONS TO ASK WHEN YOU'RE THE TARGET OF MICROAGGRESSIONS



Is it worth it?

01. Am I safe to give this feedback?

02. Does this person have power over me?

03. Who can help advocate?

04. What do I have capacity for?

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Building A Collective



Q & A

Connect With Us

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