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Keynote webinar:

Translating Theory into Practice: Centering the Experiences of Marginalized Communities for Systems Change

Sandra Herniquez, CALCASA

July 19, 2017

>> Hello everyone. On behalf of Praxis . I welcome you to today's keynote. I welcome to session class P. After your immersion this is the first program you are joining in. A very warm welcome to all of you who are here from the class. Saul Rae we can't provide you with a wonderful buffet at this time. I part of the ALC course the keynote programs explores thought-provoking subject matters. In the past we have learned from academic, theoreticians, activists and organizers who are working for social change to build a just world. Today we have an activist and community organizer who was dedicated to bringing marginalized voices to the center of their communities. We have with us today Sandra Henriquez . The chief executive officer of California Coalition Against Sexual Assault. Known as CALCASA. As a coalition, CALCASA is committed to and sexual violence and provides leadership, vision and resources to crisis centers and individuals. Before I introduce today's discussion, Liz would you explain what the technical part of this is?

>> Certainly. Thank you Shamita. Welcome Sandra and other CALCASA members. To all of the rest of you. Welcome back. We are glad that you are here. I will touch upon a few details. I will remind you about the captions at the bottom of

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the screen. If you notice any errors in the transcription, don't pay attention to that. It does happen occasionally. Also, we will remind you that in order to ask your questions and comments to Sandra and to Shamita today, you will do so by using the Q&A box. Your comments will be routed to us as presenters and then Shamita will make a point to integrate that comment into the presentation.

>> I will remind you as well that you are able to adjust the settings of each of the boxes that you see on your screen by hovering over the light gray icon on the far right side of each of those boxes. When you do that, you will see the range of choices available to you to make the adjustments that suit you. The session is being recorded and will be posted to the classes protected with page of the ALC. And if you have any issues in terms of your technology and you need help, of course contact our webinar host or myself and we will do our best to help you troubleshoot. That is all for me, Shamita.

>> Thank you. Let me take a little bit of time to go over the purpose of the keynote program. The key Kino program occupies an important place in the curriculum of the advocacy Learning Center. It is designed to inspire our thinking and provide us with information about social change work that is going on all around us.

>> It allows us to stretch our imagination, develop our analytical skills and it encounters us to take a critical look at the way we advocate, and shaper work. In fact what we have learned from organizers and activists here, challenges us to do better work in our workplaces. Now about Sandra. Sandra is the CEO at CALCASA. Sandra Henriquez has really helped to transform the organization's culture and strategies by centering the experiences of those who are most marginalized. And to find other voices and focusing on creating systematic change. Under her leadership CALCASA has embarked on several efforts to create partnerships with

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assistance on behalf of incarcerated victims come immigrants in detention, farmworkers and janitorial workers in communities throughout California. She is one of the founding members of [Indiscernible] a natural entity dedicated to entering -- ending sexual violation one generation. We are so proud to have Sandra as a graduate of ALC. Sandra will discuss from her work experience how to translate theory into practice. Which we could all learn from. Thank you so much for being here, Sandra.

>> Thank you so much, Shamita and the rest of the ALC team. I'm really pleased to be here. It feels of -- feels like coming home. I went through the ALC advocacy learning Institute in 2012. Since that time I feel like I have really integrated the principles and what we discussed and learned throughout my work here at the California Coalition Against Sexual Assault. Prior to that I had worked at the local level for over 20 years. And feel like I have been a very good advocate in having engaged in systems advocacy. I have done a lot in terms of focusing on individual advocacy. I feel like my participation in ALC really helped me to strengthen my work in terms of working with systems and that type of advocacy. And help me become better equipped and successful in that advocacy within the systems. And certainly to be more intentional. That has really helped to inform the work that I have done here at the coalition. And really the direction that our programs have taken in recent years. And I am very proud that a team from CALCASA participated in the most recent ALC training last week. So we are Continuing to really adopt the principles, sharing our work at Calc -- CALCASA. One of the things we have done is that we have brought back the main principles to training institutes that Praxis puts on. We've adapted that to a two day training with our local rape crisis center program. Two build the capacity to better understand and work more successfully within systems. So we have been doing that at a statewide level. Some of the feedback that we have gotten is really that they

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program that we trained maybe three or four years ago, all the ones that are really helping to lead some of the systems work with in California in terms of working with various types of samples -- systems campuses but they seem to have -- campuses are frustrated, military, they have a much better understanding and I want to give them kudos to what I was able to benefit from from Praxis and that trickle effect from that.

>> I wanted to talk a little bit -- we will talk throughout about three initiatives that CALCASA is working on. We are doing a variety of the things. I really wanted to highlight our work with these three initiatives. The first is that we are -- when we talk about -- in terms of the three initiatives that we are working with, we are trying to identify how we can impact them and create change that is systemic. And that will help survivors. On a systemwide basis as opposed to one individual which is clearly what ALC is all about. What we recognize obviously in the process of creating that systemic change, we obviously are going to also impact the lives of individual survivors. So talking about the three initiatives we have working on behalf of immigrants, and/or undocumented survivors who are being detained in immigration detention facilities. That is one of the initiatives we are working on. The other is that we are working with and on behalf of janitorial workers who have experienced sexual assault in the workplace. And the third is that we will be talking about treatment providers, probation, victim advocates and policymakers. To change systemic approaches when we are talking about working with individuals that have caused sexual harm.

>> Wanted to spend a little bit of time focusing on the term mainstream. Because that is one of the thing that CALCASA is doing. Many of you whether you are familiar with the term or not, mainstream we really define it as an organization that is not culturally specific. And so CALCASA is what we consider mainstream.

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But when I say that we are redefining it , I want to talk a little bit about what we are doing there.

>> So when we talk about being intentional about redefining mainstream, what we mean is that again, we acknowledge that we are not culturally specific in terms of focusing on one particular culturally specific route. We don't work with a particular ethnicity group. Rather what we do do is work with many groups. But what we do is we filter our work through the lens of centering the experiences of communities that are marginalized. And whose voices have not traditionally been at the table. So keeping that in mind, we are an agency that is intentionally about bringing together staff that are different. So we bring together staff that are different in terms of experience. Race, age, orientation, spiritual beliefs, perspectives and opinions, what we do believe is that it helps us to more appropriately serve a variety of communities. And address their needs. So CALCASA -- I will break that down because I feel like this is essential to the systemic work that we're doing. That is why he wanted to spend some time focusing on how we are doing this.

>> So CALCASA has not always seen itself this way in terms of -- I would say that in the past we have been more of a traditional mainstream organization. We haven't always seen ourselves in terms of centering or being intentional about marginalized communities. But in the last several years, I would say we are shifting and undergoing what I would call a pivot in terms of the way that we go about doing our work where we focus our efforts.

>> This is a part of what we are referring to as air mainstream redefine. So with that, what we are seeing is ourselves of having a role in helping to lead a much needed transformation of air movement. And what we are doing I will break down. What we are doing is that we are leveraging our region access in order to

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create systemic change. And we are also really focusing -- I will break down what that means in terms of reaching out in a bit. The other thing that we are really focusing on is creating the cross sect partnerships. Fostering them, creating them, embracing them, all of those things.

>> So one of the things -- I will come back to how we are operationalizing the idea of redefining mainstream in a minute. I will come back to that in a minute. Before then, I wanted to just go to one of the key questions. On one of the slides from ALC. But when we are talking about creating systemic change, one of the key questions that we want to ask ourselves is if we are wanting to create systemic change, Re: creating change for one woman or survivor and her family or Re: creating change for all women and survivors? Similar types of cases or similar types of institutions. Again, I think this is part of why it's really critical in terms of centering. It's that we want to see -- we are looking at institutions in terms of what some of the benefits are that they have the purposes it, etc. We also want to apply the same thing to ourselves. Because in terms of being members of the movement, whether we work on sexual or domestic violence. Were work against trafficking, stalking, whatever the issue may be, we are and have become an institution or self. We have a lot of our work institutionalize in terms of the way that we have been reporting, federal money, all of those things. So it's important for us to look at what do we have and how can we use that to be of service? Here is where I want to break down a little bit how we are doing that.

>> One of the things that we recognize as a mainstream organization is that we have reach and we have access. And we may have region access but some communities that are culturally specific don't have. So that reason -- for that reason we feel like we also have a responsibility to help to create and invite other people. In terms of the way we are operationalizing yet. The theory. However he

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actually putting that into practice? One of the ways that we are doing that is by amplifying the voices in the experiences of those that are most marginalized. We want to make sure that we are recognizing our role as leaders and it also means that we need to learn about when we need to lead and when we need to follow. I will share some more about what that look like in terms of our path along this as I get into each of the three initiatives. But it is really important to recognize, when do we need to lead and when do we need to follow?

>> It's also important to recognize that we aren't experience in the experiences of different communities. For that reason it supercritical to engage folks from those communities to help us identify where we can be of service. Where can we be of service? The other thing is --

>> Sandra?

>> Can I ask you a couple of questions.

>> When you say that mainstream, we had always assumed that they mainstream is the dominant communities. The spokes group that represents the dominant community. And yes that is not about cultures that are not in the mainstream. But when you say you have a different -- you have reached a leverage that is different and of course much stronger and much deeper than marginalized community. Give us some examples of what exactly happened when you you reach stronger leverage. What does it translate to in real life and how do you share with others?

>> Yes. When we get into some of the initiatives I will give specific examples. Off the top of my head right now, I would say in theory, recognizing -- because I represent -- anybody that works at our organization represents mainstream, we're going to be invited to certain tables. That we are going to have -- we are going to be invited in the past we may have been invited to go to the White

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House or to go to speak at the United State of women. Or to be at a policy meeting to set policy within a particular institution, etc. So we know that it does happen because of where we sit as a mainstream. Also -- and so then in terms of I think provided -- amplifying or providing access, I think that it becomes contingent upon us to recognize, if I am being invited, who else do I need to ensure is at the table so that at as we ourselves are pivoting ourselves as mainstream, we are also influencing in helping to inform the strategies and approaches of whatever system or institution we may be working with. I wouldn't say they are necessarily opposed to having that. Many times they have not even thought of it. It's an afterthought. And so if we take that responsibility that we feel the sense of responsibility to ensure that voices beyond our own, that voices beyond the mainstream are relevant and super important, then that means that in addition to that we have that responsibility to say, have you thought about such and such. Let's make sure that these people are here. It's really important to have these other kinds of experiences and voices at the table. When I get into some of the examples about each of the specific initiatives, I will be able to highlight what that looks like. But I have really found that some of these institutions seem much more respected -- receptive and open that I would've previously thought. To expanding intent and bringing folks in. But I don't know how often in the past -- those of us that work in the main stream space have always thought to do that. Again, I feel like it really has a lot to do with reevaluating and looking at the way we see our work. So that it is not an afterthought. But as integral to the way that we are doing our work. It is the lens through which we see everything and we operate. This is not an afterthought. It's essential that these voices and experiences are helping to inform anything that we are doing in any impact that we are trying to have on a system.

>> Thank you.

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>> Let me also remind the participants, please feel free to write your questions. Any questions that you have in the Q&A section. I will make sure that it is brought to Sandra's attention. Please feel free to do that. Thank you Sandra for taking time to respond to my question.

>> Yes. I think the next thing I would say in terms of bridging. Is it a pointer -- I think the last point I have in the slide is about being intersectional in terms of what we are focused on doing and exhibiting an intentional about engaging systems with whom we have not traditionally work. And that looks like fostering partnership. Again, I will -- that is kind of a highlight of some of the way that we are doing that. I will give some specific examples as we move into the initiatives.

>> This is the first initiative that I wanted to talk about. The first initiative is really our work with detained survivors. So, again, it's important that when we are embarking upon working with different systems that we look at some of the key tenants that were covered when we went through the ALC training. In terms of our work with immigration detention, it's important for us to first look at the needs of the survivors. What are their needs and what are the ways we may not be needing their needs? What kind of advocacy needs to be addressed? What we need to do? So in terms of that in terms of breaking down survivor needs. It's important to let you know, one of the things that we do in terms of this and this captures our interest in redefining what mainstream looks like with regards to all work and how we are carrying out, is that we have been intentional about any opportunity to get funding. We are trying to got to do work that will impact communities that were traditionally marginalized. So we had an opportunity. We applied among 60 applicants and were awarded a grant to do some work with federal government to do some work with some immigration for detention facilities here in California and creating partnerships with our program center.

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One of the things that has done for us is really allowed us to help build capacity for these programs to understand and better understand the system. To create systemic change. Going back to what we learned while we were at ALC. And then obviously that had to meet the needs of those who need are being detained pick when you talk about immigration dictation, that's different from incarcerated survivors. So they are detained because they are found entering country without whatever green card or whatever document they need to have. And that's an important distinction because often times when we talk about this and and they are doing this work people feel we are referring to people that are incarcerated because they have committed a crime. There is a distinction here. These are survivors that are detained and there crime that they are here in the country without documentation.

>> So one of the first things we looked at for the survivors needs, in looking at the survivors needs, is that we look -- we looked at -- here's the theory to practice. We looked at the survivors needs. And we determined that first of all it's really important that we recognize that anything that we do needs to be trauma informed. That survivors need to have -- they have a right any need to have knowledge about what their rights are. They have a right to be free from violence while detained. They have a right to have free legal support while they are detained. Those are rights that they have. Those rights that they might -- may not know how to access. And so that is where it becomes up to us to help them identify and get knowledge and know-how to access those rights. This is an interesting project, an effort we are working on. And I sometimes have mixed feelings about it because deep down inside I wish that people were not detained. I wish we weren't even having to deal with us. And sometimes I feel conflicted about we are working with the system, what I don't believe should exist. That's my personal belief. But yet, the system is there. And at the moment, it's the

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reality for many undocumented immigrants. And so we had to make a decision and a choice about working with that system in order to improve that system. To have an impact that system for survivors who are inside or those who will be in there in the future. So long term, and we believe in enlarging it. But if I focus on that right now, I lose the opportunity to improve the system that is not going away tomorrow. It is here. And so in the interim while I feel that conflict, I will also need to work on and focus on impacting that system. That is what we are doing is looking at their needs. I need to move beyond and we as an organization need to move beyond whatever conflict we may have about abolishing the system. Certainly not believing in the system but in the interim we have to think about those who are there. How are we going to help that system be better for them? And how can we ensure that they have access to exercise their rights?

>> The next question is then if we are going to be working in that space, another core concept. We can look at in what ways is the system not meeting their needs? Of the survivors. What way is the system not meeting their needs? So one of the things is that we know that knowledge is power. And so if people have access to knowledge of their basic rights, then they are going to have a little bit more power. They will feel a little bit more empowered and have some control in a system that they have very little control in. They are being told what to do, etc. At least they know how to -- what the rights are. The other way that the system may not be meeting their needs is about how to access help. They may not be looking at how to create access to trauma informed responses or how to create access to medical attention. So they may not be providing access to community-based advocates. The crisis center programs, community-based programs. That would obviously benefit survivors. Those are some of the ways that the system may not be meeting the needs. So the other thing might be thinking about isolation. A lot of the individuals feel really isolated. One of the things we've learned about

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working in that system is that there are immigrants from so many different countries, that speaks a many different languages, there is a sense of isolation in terms of even able to talk with people that are just attained there with you. In addition to that, we are looking at isolation because they have been separated from family, loved ones, from any kind of stability that they may know. So there is a deep sense of isolation. That may be another way that the system may not be meeting their needs. For us, it's an opportunity to look at is there a way that we can help to break the isolation? One of the things that has happened also with this population is they may have experienced multiple incidents of violence. We know that often times people who are immigrating to the country may be immigrating from a country that may be at war, they may be using violence, whether interpersonal sexual violence, as a weapon, so people may be fleeing for those reasons. They may experience violence as they are attempting to come into the country. They are then further vulnerable and targeted because people see them as potential victims. Because they realize that population can be silence. And they can be silence because of their immigration status. Then there may be also sexual violence that is happened to them. Whether it it's by a detainee or by somebody that works or is a contractor at that facility. So again, that speaks to the issue of isolation. And that is what I think we have an opportunity to really identify. What do they need? One of the things they may need is access to community-based advocates. They may need and help some of the community-based advocates to amplify their voices and experiences. So then we go to the third area in terms of how we can put this into practice. --

>> Before you go onto the next one Sandra, I will ask you another question. One of the things that happens particularly in today's immigrant environment is that most small organizations are really very afraid. They don't know the clear guidance as to how much resources they can pour into supporting and helping

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undocumented people. Particularly people in the detention. Were women in the detention. Could you speak a little bit about that and how you are circumventing those kinds of issues?

>> Yes. Absolutely. That is one of the things about when I begin to work with particular community that is marginalized. I think there is a decision that has to be made about being all and. Because otherwise you risk the possibility of being irresponsible. So, for example in terms of our work with the area of immigration and undocumented survivors, one of the things that we have had to do, I know that there was a time right after -- went all the stuff is happening with the news and immigration, [Indiscernible] that we began -- because we had been focusing on the issue, we began to get calls from her centers. Maybe from the past they had not called us. But they know this is in error we are focusing on and they started telling us about things that were happening and the way it happened at the community level. In terms of people no longer coming to access the things they had the right to in the community. Or things like that. They were afraid. Not only were the survivors afraid that had been participating in service, but the programs were fade in terms of what can we do. What are our rights. What we did do, pretty immediately within a matter of a few days, we held a web conference and even though we are not experts in immigration, what we did do was access, reach out, to other processor movements and folks, around some basic information. Like know your rights, but know your rights for the program. Know that you don't have to let anybody and without them having an order to come into your facility. Things like that. Even though we are not experts, what we wanted them to know is that this is important. We know that many of you are concerned and here are resources that are in position. Don't reinvent the wheel. We -- repurpose and connect to these other groups that are doing this. They are the experts. We are not. We are not the experts but we need to show is that we

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care and that we are committed and that we are not just going to have to step it. We are going to be there and that we are going to try and find solutions because we hope we have and we do believe that we do have a common interest. A common interest and that when we are looking at issues of sexual and domestic violence, we cannot address those without looking at people. We have to look at them within the context of what they're looking at. We are not going to be addressing issues of sexual violence and maybe even domestic violence when they are afraid that their children are being taken they are going to be in a detention facility. We have to talk about basic and immediate needs. So those were some of the kind of things that we have been engaging in conversations. We've been building our own capacity as a staff by doing [Indiscernible] and participating and engaging and training. A cross sector of people working in immigration. So that we don't have to know what all. So that we have to care, we have to know enough to at least tell people to know where to access those resources.

>> Thank you.

>> Let me talk about the last point. What kind of advocacy needs to be done? Here is where there was such a great opportunity. And I really again, keep giving kudos to ALC, I think that the formal training we got really helped us to learn how to use their own tools to impact and improve those institutions. For us, one of the things that we had was we had access to the PREA standers, prison rape elimination act standers. Working on the prison rape termination [Indiscernible]. Well the really great thing is that these standards don't only apply to jails and prisons, which is what a lot of people have thought. They applied to any kind of facility where someone is detained. It could be juvenile hall, youth detention, other things as well as immigration detention. So because this is an area of

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interest for us, we really have become well-versed in the PREA standers. And how those standers can be used. In the fact that all of these facets till -- facilities have to comply. They have to otherwise -- if they don't comply they can get close down are fine. So we actually use the PREA standers. Look at them. Evaluate them. And said how do we tie this into our belief that these folks have a light that -- have a right. A human right. How do we use the standards to push our agenda. To push policy change? To really promote this idea of prevention. It's actually been quite shocking. It's not been easy. There hasn't been that kind of resistance that there had been years ago. But I feel like we are making a lot of inroads and in so doing we are impacting a lot of individual survivors, but we are changing the system. Changing the system in a way that they are learning to be better partners the facilities in the programs. Because they are not as critical of that system as they have been in the past. We all have criticisms. But if we look at the bigger picture and say how do we overcome the criticism to get to some solution, and let's figure out where our interests do connect. Maybe not in everything but there are some areas, let's figure those out. How to use these standards to push our agenda, so it's really a pretty good experience in terms of going into the facility and because they are looking at us as a group that can help them to meet the PREA compliance, they are going to listen to a lot of what we say. We go a little outside of just the standards. We talk about things like well we have to treat the people in a way that is humane. We have to ensure their human rights. And that they have dignity. So we are able to tie those kind of concepts to certain parts of the language that are in the standards. Because they want the help, and because we are learning their language, we are learning the rules and regulations, we can speak their lingo and language. We can make that shift and have them view us as a resource. A resource that's going to hold them accountable. We will still hold them accountable. We will still break down whatever the specific standards are

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into compliance, but also into the survivor needs. So I think one of the things it is important to know is we don't -- we know that we are working there to create systemic change for survivors. And maybe the way that we lead in those interactions is through the window and language and what they need and then we push what we want in terms of survivor's interests in that system. It has been - - a very positive process. One that we are learning a lot from. I am looking forward to continuing doing that.

>> I want to talk a little bit about a different system that we are working with the we just talked about detention, which is obviously some of the more private, some are government-funded, and again, each of the three initiatives are little bit different. I was intentional about picking those for that reason. I think there is a common thread in terms of why we're doing this work. And I think the impact that we are having. I want to talk about our work with the janitorial workers.

>> In terms of our work with the janitorial workers one of the things that happened was, I think again in terms of going back to the concept of redefining mainstream, looking at the way that we are doing our work, it also means paying attention. It means paying attention and listening. And looking and hearing people. And hearing their experiences. And I think not just concerned but curious about what we can do. And what is our role? One of the things that happened here was that probably in 2015, there was a documentary called rape on the night shift. I happen to be watching TV one day and I saw this documentary. In fact we had heard about some of the programs, the rape crisis programs serving survivors that were janitorial workers. These are the workers that clean the offices, service workers, your focus is on the offices in the evening. Most of them are women. And they go into buildings in the evenings and clean offices. And often times may be the only one in the building or if it is a large building there may be a couple of

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them on different floors. So they are isolated in those buildings. People know they are in there but sometimes it could be tenants in the building that know they are in there. That may have a bad intent. And then often times it's their own employers that know they are in their and who often times sexually harass them. And eventually moved to sexual assault. Physically raping or sometimes sexual assault. So the women again are at high risk for the same reasons that -- again many had to flee the country in order to come here and have a better life. Were to come here for safety. I number of them have it spiritist sexual violence and route here. And then, many of them are experiencing while at the workplace. Certainly sexual harassment and for many they had to endorse full on rape that type of thing. Again, they have been come people know and believe they can be silenced. For us it became an issue again of elevating. I talked earlier about amplifying. Amplifying their experiences. We have the ability to do that. The cup we have region access that they may not have. So just as an example, every year we engage upon an educational campaign. Some of you probably do the same. Around sexual assault awareness month. During that month we do something at the state capital to talk about sexual saw. Everywhere -- [Indiscernible] . So last year what we did was we had already begun working with the janitorial workers and really asking them what can we do to support you. They had sponsored legislation to put in some protection for the workers around background checks, for some of the contractors. Around education, importance of the them plays when they first start so they know how they can report somebody around knowing that this is not okay. Different kinds of protection. So we had already been working with them to try and help going to legislator about the bill. This particular year we thought it would be really important to highlight that issue at our [Indiscernible] debt. To make that the main focus. We reached out to all the legislators that it said they were coming and we let them know we have a group

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of janitorial workers coming in. Could you speak Spanish? We want to make sure they are seen. Make sure they are seen because often times they feel invisible. And they often times are invisible because they are working in these jobs that night. Because they are undocumented and people don't see them and don't care to see them. So we said to the legislators we want you to acknowledge they are there. If you speak Spanish, say something in Spanish. If you don't speak Spanish, still acknowledge that there there. So that happened. And the women, the janitorial women, were so appreciative. They said that we don't know how you did that, because we have been trying to get their attention for a really long time and they don't pay attention to us. We can't get the legislators to pay attention to us. And honestly, it wasn't that difficult for us to do it. Because we have that reach. Because we have that access. What we did was we amplified -- we help to amplify their voices. We give them a platform. We highlighted them on that day. That is what we could do. We could go and help lobbied the bill. That's what we can do. So in terms of redefining mainstream it meant for us to recognize that we are not leaving there. We are being of service. How are we doing that? In so doing, we worked with them throughout the year. The bill passed the legislature and got to the governor. And they rallied and we went with them. They close down the state capital. All of these things. On amazing advocate. They close down the state Dashed capital. When the bill finally got to the governor, it wasn't certain the governor would sign it. Had a lot of bills. The women came back to the state capital and they went on a four day hunger strike to get attention and get him to sign the bill. And he did at the end of the third day. He sign the bill into law. It's another way. It created change. Systemic change to hold perpetrators accountable. Created change in terms of ensuring that there would be background checks. The women who are part of and make up this industry felt really empower. They felt seen. They felt heard. They had a better understanding

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about how -- it's something we stuff to work on. We pass the law now we have to implement. And make sure that everybody has access to the information about what they do should somebody be sexually harassing them in the workplace. Again, that was a way that we needed to look at the way in which the system was not meeting the needs of the people that it was set out to work on behalf of in this case, labor. That was the system we were looking at. We were looking at the labor movement. And how the system that they had in place, the policies and practices they had in place were not meeting the needs of these women. Of the survivors. Then we needed to look at what needed to be done. And how can we help those that are working on a day-to-day basis to do that. And part of the reason that it was helpful for us is that we were intentional in her pivot, inner redefined as a mainstream about the importance of creating the cross sector partnership. As a part of that, we have continued building. We have a cross sector coalition that we call Ya Basta. In English that's enough. So we now what the coalition is labor, it means people like us that are advocates we meet on a regular basis. Now we looking at how are we going to ensure the implementation of the bill that passed? Assembly them 1978. How are we going to ensure that this is implemented. How are we going to ensure that this was the tip of the iceberg? How are we going to go to deeper and make sure that the women have what they need? One of the things that we also did was we created, I talked earlier about being a bridge, seeing ourselves as British people, we created the bridge between some of the people in labor and one of our programs here that has on empowerment based peer educator model called [Indiscernible]. By creating that and making the introduction and really encouraging them to use this model, what happened was that the women who -- there were many women who were survivors of sexual assault working within this industry, I want to say that about 40 of them right now that have been trained to be peer educators. They are

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educating other women within their own movement. They are educating other contractors and employers within their own movement about issues around violence. Around their rights. Around how to access their rights. So there has been a whole embracing and and by -- embodying of the sense of empowerment. Personal empowerment. I actually -- one of the things I love this group of women because they are amazing. They are instrumental in the change that is being created within labor. And they hadn't had the courage to come forward and speak out. I'm not talking about reports. I'm talking about coming forward and recognize that they didn't do this. That's somebody is responsible for causing them this harm. To be willing to speak with other survivors into speak out -- I look at them as amazing. We keep looking at what other ways in how else can we continue to work and be of service. That is what our coalition is doing. I don't know if you have any questions before I move onto the next initiative

>> Thank you. This is fantastic work. It is absolutely amazing. For the rest of the participants, please do ask. This is your chance to find out more about this kind of fabulous work that is going on. So please. Also the faculty who are here, if you have any questions, please ask them now.

>> Going to remind you the domestic work is unionization that is going on at this point, I'm sure you're very familiar with that. We have a lot of similarities. Of course they have to start with [Indiscernible] contract making. This is really good to hear.

>> I feel like we are highlighting three initiatives. We are doing some other things but I wanted to highlight these three because they are different. I just think again that we need to be open. We need to be listening. And if we are submersed within communities, we are going to know what needs to be worked on. And if we are receptive and we want to do it, it's going to be there. Again, we have to do

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it it in a way that is respectful. Were not just coming in and acting like we know everything and know how to make things happen. But come from the marketplace of how can we be of service and how can we help? And be willing to do that and not have to be in the lead because of that we have things of value to bring. So there -- here's a story. I will not go through the slide right now. There was -- at one point when they were rallying for the bill in 1978 and we went to the rally, they called me a few days before and asked me if I would be willing to be arrested because that was part of the action. The action was some people will get arrested in terms of wringing attention to this bill so that we can get it passed. And I remember having an a lot of angst about that question. Because it was about a week and a half before I was scheduled to go to the knighted state [Indiscernible]. I was moderating a workshop there. A global violence against women and I thought of I get arrested, I'm probably not going to be able to go because a background check. So I had so much angst about -- probably some embarrassment and shame about even thinking about that. How can I be thinking about that when these women go to work every night and Desha in fear of being sexually assaulted. Every night they experience that. And I have the privilege of saying no. Because that is not my reality. But one of the things that thank goodness I have a very good friend who talked to me about it that weekend. She said no, your role, your role is to be able to go to these national convening's and bring their experiences. Take that with you. That is exactly what I did when I went to the United [Indiscernible] women. When I talked about their experience. I talked about several marginalized groups and their experiences because they were not there. And they couldn't be there. But I was and so I felt the responsibility to bring their experiences into the room. They can't be here, and you may not know that this is happening every day where we all live. So, I think that that is important and it goes to we all have a role in a place in something that

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we can contribute. We have to care. And we have to figure out and ask ourselves and others.

>> I will move to a slide now about our work with those who cause sexual harm. Because it is a very different initiative that we are working on. But again, one of the things that we did is that we still use the same tenants in common setups -- and concepts. In creating system damage change and ask yourself the same question what are the needs of survivors? We look at the ways in which the systems may not be needing the needs of survivors. And then what kind of advocacy needs to be done? So in terms of the first question, looking at the needs of survivors, we looked at -- the reality that most sexual assaults are committed by someone known by the survivor. Often times it's a family member or somebody closer somebody that is love by that person. When we again listen to survivors that come from a broad range of experiences in life, and not only to those with whom we have traditionally listen to, one of the things -- it is been very clear to us in the last number of years -- not all survivors want their loved ones on a registry for life. In California we have lifetime registration. So some survivors don't want to seek help because they are afraid of that. Because it may be -- again somebody in their family. Someone may rely on. There may be a whole host of reasons. Not all survivors want to or can engage in the criminal justice system for some of the reasons we just talked about. We just talk about our bridge project. The project looking at immigration detention facilities. There has been a long-standing fear for survivors who are undocumented to report to law enforcement out of fear of cross supporting with ICE. Today that fear is more a reality than it has been. It's always been a reality but it is even more of a reality today. So this is another reason why it is important for us to work and reach out with those who are working with probation, treatment providers, were talking about policymakers, anybody who is doing work with those who are committed

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or cause sexual harm. We need to be looking at them. We also know that there are many survivors who don't -- what they want again because if somebody is known and loved to them, what they want is that person to acknowledge that they harm them. And they want them to get some kind of treatment or rehabilitation. They want to make sure the person isn't going to do it again. So one of the things that we are looking at is we are looking really at restorative, and transformative justice. In our state. It's another way in which CALCASA is -- we have an internal study group for our staff. We are engaging in the same process with some of our members in the program. For the last several years at her statewide conferences and also host a national sexual assault conference. We have been having series of workshops that.-- of each of those conference to look at the issue of do we need to have a bridge? Does there need to be communication with people working with people who cause sexual harm. And we believe that yes, we need to. And we need to do that -- to go back for a second. In California you see this visual, we have a model here that we use containment. It means that treatment, supervision, all that needs to happen. So that you can see it is encircled by victim focus. That means that anything we do should be survivor centered. We should be holding the Vic, the survivor at the forefront of any policy, procedure, practices, whatever we do, should be victim centered. And holding the survivor as the focal point in terms of those decisions.

>> In terms of looking at way that the systems are not meeting the needs, when we look at the fact that there are disproportionate number of men and people of color who are represented in the prison industrial complex, I would say that is so way that the system is not meeting the needs of all survivors. If more men of color are within that system, then is that system really meeting the needs of the survivor. If more men of color are being incarcerated. Is that meeting the needs of those survivors? The other way that it is not meeting the needs of many survivors

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is that many of these individuals, men of color, people of color that are being incarcerated, are being kept away from work being able to productive members of society. They are not able to be productive members of society. In all other types of crimes when people serve their time, they do their time and yet they may have a felony or just -- misdemeanor on the record, but they come back and reintegrate into society. However when we are looking at this population, society often treats them as pariahs. So nobody wants them in their communities. They paint them with one's drove. That they are all the same. When in fact, it's known that there are different levels. Not everybody that has offended or committed a sexual offense, will offend once they receive treatment. Were some type of rehabilitation. So when we look at many states who have policies, I know in California that's why were doing this work, we have lifetime registration. That means that somebody who committed a sexual offense at the age of 17 or 18, currently would be on that registration for life. With no incentive of rehabilitation because no matter what they do, they are still going to always be -- have challenges of where they may be allowed to live. Where they can go to school. All kinds of restrictions. There always try to pass laws. They can go to Park. I think the other thing -- I forgot to mention in terms of looking at survivors needs, one of the things we don't take into consideration when we are looking at this issue is that on the registry, it's public. It is on the database. So when that person is on the registry, their families on the registry and the survivor is on the registry often times. And that survivor often times is added. People are going to know. That was you? Or somebody in your family. Again, it's complex. And I get it. It's a hard topic to filter and think through. It's really important in thinking about survivors. That we do look at this. In terms of the kind of systemic and institutional change that we are working on, we go to the last question about what needs to be done? What kind of advocacy needs to be done? The kinds of things that we are doing is

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we are looking at education, certainly looking at treatment, and ensuring the policies are victim centered. So in terms -- I want to talk about the education. I'm an unlikely candidate, people wouldn't understand that, but I stood on the [Indiscernible] board and a chair the education committee. And so part of what we are doing is trying to educate policymakers and stakeholders about why nobody wants to be the legislator that changes a policy. Everyone is afraid. One of the things that we have been doing is working for years to reform our registry here in California. It's been in existence since 1947. We have over 100,000 people on the registry. So what that means is it can't be effectively managed. It can't effectively be management which means it is not serving the purpose that it was intended to serve which was to be a tool for law enforcement to know where people were and to hopefully monitor and prevent. When you have over 100,000 people, each of those have to be registered every year, it involves so much paperwork that you can never get to the monitoring and managing part. The tool is being counterproductive. Again, we have taken, we've use the language of what the registry was originally intended for, to actually create some education on the need for change.

>> So for years we've been trying to find an author, of the legislature, nobody wants to be that legislator, we finally did secure an office -- on offer, a very strong author and they bill in so CALCASA is a cosponsor. The public looks at it and says CALCASA is an unlikely candidate to be pushing that. Aren't you supposed to be for victims? We are. And because we are for survivors we recognize we have to look at people holistically. We want people to be held accountable but we want people to get help. We don't want everyone to be painted with the same brush. We are cosponsors on a piece of legislation that I'm shocked, it has made it through -- it started in the Senate, it made it through the Senate, it is now made it through to committed -- committees of the assembly, we had a hearing last week

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eight, and there were probably 200 people in line to support the bill. I was shocked. But I think that there are a lot of people and families that have been impacted in individuals who do want to be different. And would like the opportunity to participate in society. So these are some of the things we're doing in terms of -- we actually worked with the [Indiscernible] board on educational tools. One of the things is we have educational pamphlets that we have created to use not only for legislature but for the public. In the other thing we did was we work together and CALCASA did a video. It's a five minute video that provides basic information that anybody could watch. Including the legislature about the realities of people who commit sexual offenses. Again, because there is so much misinformation out there. We've been promoting that. Sending that link to people. Referring people to the link. To watch the video. And so, this is a place again where we have been able to use what is currently in existence and highlight -- in this instance how it is not effective. And really try and promote survivor centered strategies, prevention, and also I just want to say, it also has been really helpful for us in terms of sending a message around people who want an opportunity to be rehabilitated and not seen as pariah. We know for sure that most of them are going to come back. Most of these individuals that have caused sexual harm will come back into the community. They will be reintegrated. They are not going to go out and be out on an island anywhere. So it is up to all of us to help them and to support their families and their communities and we -- in helping them to reintegrate.

>> Sandra. Annette is asking that she doesn't understand the polygraph examiner that you made in the graphics.

>> Also, if you can give the link to the video that you are talking about? Spin sure. I will give it before we end. We can talk later. We will post it. Absolutely I will give

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you the link. In terms of this. This image represent's, a model that is been -- is being used in California that was adopted before my time. It is tall the containment model. I use this as an image. In terms of when people are released and come out and our own parole. There is this model that is used in California about how to contain. It involves these different players. There's a polygrapher that meets with them periodically to ask different types of questions. Not questions to use against them but to get an ongoing assessment of their risk. Everybody gets a risk assessment to see what their risk is of reoffending. The poly graph is used to for that. The supervision is a parole agent. The treatment provided. Those are the three figures the victim focus is the circle around it. Because we are really working to build the capacity of rape crisis in the programs of the state to want to be a part of this team and to understand how to be most effective within the team. Because we are saying it should be victim focus. And so we have to help our senators -- centers to understand. If we want them to create systemic change, they have to understand that system and how it works. I hope that answered the question.

>> Now that it's time for questions, I will try and pull up the link.

>> Are there any other questions at this time?

>> Thank you. Any other questions at this point?

>> Okay. What about the faculty, any questions at this time?

>> I think when you give the link, we will post it so it goes to everyone.

>> I will actually put it in right now. If they just go -- you can put the web link in the box. Just go to this website. It is on the front page. We will post it. There it is. Maybe you all can share it. I think that's fine. Okay. This is coming to the end of

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the time today. And if there are no questions, I want to -- this has been a fascinating talk but it has been wonderful listening. Thank you so much, Sandra. As you were talking, I was thinking about the problems long ago. The vision with -- the proverb of a long time ago. Vision without action is a nightmare. What you and CALCASA under your leadership have a vision. And you put it into action to some very effective strategies. The way it is working is amazing. It is something we can all learn from. Thank you again for making the real changes in this world. And for teaching us.

>> Thank you. And I do want to say thank you to some of the members on my team who are on the call. Certainly the CALCASA team because again, it is all of us that make the organization fabulous. And people that just went through ALC, I know they are going to get stronger in terms of their work. Work in creating systemic change. Your job. Thank all of you and the listeners who are just starting, you can apply this, you can actually operationalize and take the concepts and make them really effective and to create change. I hope that people will step out into that. We can change the world, we have to try.

>> Thank you for sharing your vision and your work, Sandra. Thank you all for joining us today. What we are learning every day is how people with limited resources or medium resources, I can even say that it's larger resources for any of us. People who are committed to changing and continuously doing this kind of change. It's amazing it inspires each of us to do better and to move forward. We are going to have these keynotes in October and January. The scheduled date for October keynote is October 18. And when we will have another exciting speaker. If you have any questions or comments that you need to make, please do send it to Liz or -- and she will post it. And we will get responses from Sandra. Praxis staff

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is always they are to support you in your work thank you very much. Enjoy the rest of the summer. We will see you in a sober. Liz, do you have a were to say?

>> Only that when you are disconnected to the webinar you will be routed to an evaluation and we always thank you for your feedback. Sandra, thank you so much for your inspiration and your dedication to all of the work and the change that is happening through CALCASA's efforts . And Shamita thank you as well for your gracious facilitation. To the rest of you, take good care we will be back together again soon. So long.

>> [Event concluded]