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**KEYNOTE: Girls for Gender Equity**

**Joanne Smith**

**April 2016**

Hello, everyone. [Indiscernible] and spring greetings too you. On the half of Praxis, Manavi, welcome you to today's call. In the past we have learned from academics, [Indiscernible], activists and organizations working in areas of social deprivation to bring about social change. Today we are very lucky too have an activist organizer who founded and continues to lead a unique organization that brings together voices of change that our society tend to ignore or overlook. We have JoAnn Smith with us. Founder and Director of girls for gender equity or GGRE. -- GGE. [Indiscernible] transgender and women of color. Before I [Indiscernible] let me ask her to tell us about the technical know-how or information we need to have to go to this course.

Liz Carlson, are you around?

I am, Shenita. A couple of reminders about our webinar today. If there is anyone participating just by telephone only and is not available to view the webinar presentation, if you are able to send me and e-mail to Liz Carlson @-at-sign-at Praxis international .org. I can send you the international and you can have it after the session completes today. For those of you joining to the webinar itself, we rely on your feedback during the session and we encourage you too utilize the chat in the lower left-hand portion of your screen throughout our session today. There will be a few points today when JoAnn will pause and Shenita will encourage you all to offer your questions but besides that, certainly, be sure to chat in any comments you may have whether it's publicly, privately, or just too me whether you have a question or concern. Other than that, this session is being recorded. If you happen to get disconnected, rejoined through your

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original process. Keep in mind because it's being recorded, you will be able to revisit any portion you may have missed. With that I will turn the back too you, shipment cap.

Thank you, Liz Carlson. Thank you for taking us through all of this technical information so eloquently. Before I asked JoAnn to tell us about GGE and the movement, the girls and women are creating, I would like to remind you about the purpose of keynote program. The keynote address 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 around us. It allows us to stretch our imagination, excises -- exercise are analytical muscles and sharpen our advocacy skills. Keynote address motivates us too take a critical look at the way we advocate for correlations and shape our work. It challenges us to do better. Now, about JoAnn. JoAnn has received many, many awards, recognition send accolades for her work. I cannot elaborate them all since it would take a lot of time but, you should take a peek at her biography sometimes. I want to say a couple of things about her. She is alumni, Hunter graduate school. Gradual school of social work at Columbia Institute for non-profit management. She has co-authored first book published by feminist [Indiscernible] in 2011. [Indiscernible] guide to combating sexual harassment and violence in public schools and on the streets. Now, when you go through JoAnn's hesitation, you will find there is a lot of information. Some of the slides are quite full of information. You may have difficulty reading them. One of the things we wanted to do because this is such a rich and information is we wanted all of you to have access to it. As Liz Carlson said, this is going to be recorded and it's going to be uploaded on the Praxis site. You will have access to it later also. I will turn it over to JoAnn. JoAnn?

Hello, thanks for having me. I come to you by way of Brooklyn, New York. I come to you by way of Brooklyn, New York. As Shimada have shared I'm Founder and Executive Director of girls for gender equity. What I will do today with the

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keynote is bring you through the work of girls for gender equity, how we work with young people with an after school and community environment. Young people in middle, high school and college. I will bring you through the crisis that girls of color are in. And then what we are doing to advocate for girls of color on the local and national level, and how we are doing it intergenerational he. Girls of gender equity international organization. Organization committed to the optimal development of girls and women. We work through education, through community organizing, advocacy as well as physical fitness, and encourage communities to remove barriers and create further opportunities, the conditions, for girls to thrive. Our core values -- there are many on here that were rooted in -- and this was a message that we came together as a staff early on to ground ourselves in. What is it that we value? What do we come into this work for? What is the world we are looking to create, starting with the space where we spend most of our time? Which is GGE. When I think of the top three, it is being grounded in an expectation of equality, equity around gender, race, class. It's also working intergenerational he, understanding we are all necessary within today building and within the work. It's a commitment to grow the women of color and understanding that, ultimately, we are advancing the entire community and society with supporting the lives of girls with color.

-- bills of color.

When I think about this world add girls for gender equity that we do, our teams work is liberation work. It's very personal, political and we come to the work because we are the work. We understand were not waiting to be perfect to be able too contribute, that we need each other. And that are own survival and ability to survive rests on each other and are thus leaving the world a better place. For myself, Haitian-American social worker. Born in New York City and my mother was a single mom who raised myself and my two sisters. Myself, went through needing support and opportunities and what it looked like to be given a chance. Being Executive Director of GGE was just that. I received fellowships

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from open Society Fellowship AdAge 25 and embarked on this journey to develop the organization and lead within this movement. For the last 14 years, we have become the Girls for Gender Equity, leading advocacy and service organization. As Sunita said, we are working to include the voices and experiences of young woman of color within our race old Justice movement of the 21st century. We're supporting intergenerational building process, transcend gender conforming girls of color. Seeing them as the untapped leadership but today, not just waiting for them to be leaders of tomorrow. I wanted to share a few terms in case folks on the line were not familiar with the terms. Sis gender which is a term for a person that has gender identity aligned with what they are assigned at birth with the doctor assigned that you are a girl, and as the person you are today, you present as the standard of female big you are sis gender. This term was created to help not alienate transgender people, to be able to identify sis gender privilege, and to be able to name that you are presenting as the gender you are assigned at birth. The other term on here that I just wanted to tap is in her sexuality turned out by [Indiscernible]. Examined ways in which socially [Indiscernible] categories and direct on multiple levels. Understanding that I come to you, today, as a woman, a Black woman, a Haitian woman, and my multiple identities. That they intersect and connect to make me who I am as I interact with the system that are around me, and the systems that in for my life. On this next page, what I share with you is girls for equity gender theory of change. This demonstrates how it is we look at working from the micro to the macro. We feel like we are connected to a global movement, but it starts with an individual. And with our individuals, they are young people rooted in schools. They are in middle school, high school, and some of them are in college. Obviously, their young people in the community. With the work we do we look to inform the city, the State and the nation. With our three core programs, we work in urban leaders after school program, pluralistic middle school program. We work with 150 junior high school students, teachers and school administrators and helped to not only provide holistic programming, academic achievement support, but also consciousness-raising and supporting the young

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people in their youth development stage and total score. I don't know how many people remember middle school but a lot is changing, happening to your body and you're mind. Expected to have more responsibility when you're really just learning and need more support in middle school. We provided that support a medical -- middle school students over the last 10 years and we are in the middle school five days of the week. We also lead alumni services and sisters and strength youth organizing with our -- I will come back to that. With our alumni services, they are services designed to support alumni as they "a job" of the program. No longer in middle school -- H out of the program. No longer an middle school, not in coalition leading but they need services, support, guidance, or they want to come back and do work with other young people. They fall into the alumni services program. The programming has ranged from providing referrals to young people to young people coming back and being hired by girls for gender equity because we work to hire are young people can't develop their skills and want them to continue adding to the body of work that we had done over the years. Our sisters and strength use organizing program. It is a two-year program where sisters and strength are paid. They are part of organizing, leading workshops, advocating, supporting policy recommendations, naming policy recommendations, marching. But also developing sisterhood and working together on college prep, graduating, supporting each other through the light changes going through. Holistically developing their leadership and advocacy over the years. There are a few photos of are urban leaders. Within urban leaders, immediate activities they do range from starting to be able to develop gardens where food is grown because many places in Brooklyn, there are food deserts. Their understanding of what is needed in the community grows when they get to grow their own food. They prepare posters and their consciousness is based. They support campaigns and call for actions. In this picture, the boys are supporting our title IX campaign, writing letters to ask who was the title IX coordinator asking for more title IX coordinators to support the New York City schools. Here our title IX coordinator supports [Indiscernible] schools, 1.2 million students and it's only one coordinator. We know that is not

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enough. We also the political education in schools and immunity based organizations and colleges. This is another place where are alumni come in and share the knowledge they have while with us and other community members. Our sisters and Straif organizers problem solved. They do spiritual learning and as I said before, don't sisterhood. One of the strategies we use within framework is put to support -- participatory action framework. This allows community members to imagine, design and conduct the research. It positions participant researcher and at both the teacher, who is an expert in his/her experience and student who gains understanding from others perspective. What happens is the community identifies the problem with the research. They been research after naming what the problem is, research to find out what they know about this. They bring this research after designing methods, after going out to the field, to the community so that the community can analyze it. This is what we found. This is what we know is happening. This is what we found to be true within our research. What does this actually mean? The community then decide what the action means and what the action is. Typically, with participatory action research the way we do it here then leads us too really being the foundation for our next campaign, or moving the agenda on advocacy policy. Then they reflect and evaluate. How is it working? How is it going? Are we having the impact that we need? Part of the participatory action research is a powerful tool for communities of color whose voices are often cited or communities of color were many times researchers that are valued or researchers they come from universities and institutions, what we have right here within our communities who are the experts of there experience. One of the areas the participatory action research has really supported is addressing the [Indiscernible] prison pipeline [Indiscernible]. First participatory action we [Indiscernible] sexual harassment and how they are affected by sexual harassment. As the years went on, the girls began to identify times in which they were punished because of their tolerance policies and squirrel fur reactant to or not coming to school because of sexual harassment -- tolerance policies and reaction to our not coming to school. Being told to be quiet or being ignored

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when they were reacting too their environment and what their peers were doing to them. There only recourse was fight back, talkback, not listen, or not show up. We learned from what we were hearing from the young people there are so many factors that affect young people. Score push out is defined as vast systemic and institutional factors and practices that prevent or discourage young people from completing their education. A young person with a disability, a young person who does not have their immigration status, gender based violence, sexual harassment and a person in foster care because their house burned and parent pound neglectful, but the school does not even know. All of the factors, beyond tolerance that are listed here are factors that affect young people in school, and calls school push out. These, oftentimes, though unseen and not considered as school push out until very recently because these are often gender factors who push out in the school too prison pipeline. Has historically been connected with boys and men of color. It usually then that they are criminalized, arrested and sent off. Here where there is no arrestor criminalization, there is harassment of say, a transgender student in school within decides not to come back to school, they disappear. They go uncounted. It was really important for us too hear that this was what are young people and young people throughout the city and nation we're facing. And to then address that problem. In recent years, policymakers, philanthropist, media and other key public leaders have rightly shed light on racial economic injustices faced by boys of color. We know that they have been successful in obtaining significant public/Private investment. These investments are both needed, and, unfortunately, they are insufficient because we need systemic change to support the crisis that men and boys of color are in. Here, you see a slide where we talk about my brother's keeper initiative. A3 hundred dollar -- \$300 billion national limits you to have four by opportunity gaps that men and boys of color face. You have probably seen around the [Indiscernible] commercial with the President where he is mentoring him, showing them how too shoot a basketball and show up. Mentorship was a key element did with the dugout of my brother's keeper. My brother's keeper was replicated from the young man's initiative that started

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here by Mayor Bloomberg in New York City to really address the recent but it is -  
- recidivism rate of boys and young man going into prison.

JoAnne?

By ask a question here?

This is very interesting because the most used here in media and books, most of it is the crisis of how boys of color our dropping out and young men of color not attending schools, etc. You are talking about girls are facing that but that whole issue is invisible. Now, am I correct in assuming that?

That's right. I mean, recently, the crisis has been brought to the spotlight that girls of color our facing, especially in school. I don't know if everyone has seen the assault at Spring Valley where the school resources officer literally dragged and through a young girl, Black student, from her desk because she would not give him her cell phone and arrested her and her classmate in school. That video in McKinney Texas even of an officer sitting on the back of a 13-year-old girl, a Black girl in a bikini in a neighborhood, holding her down with Disney. Recently, I think these visuals of how girls are attacked and targeted have surfaced and come to light so, yes.

I am just wondering the magnitude of this problem, or the issue rather.

That's actually perfect segue into the overview.

Perfect.

Overview of the magnitude of the problem and the crisis that our girls are really am.

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Okay. Please, go ahead.

While there are going to be many statistics on here, as should the test said won't read every statistic and review every statistic, but I will highlight ones from each of the slide. Then you should have a copy of the statistics in a PDF that was sent. Overall, Black girls caught 12%, American Indian and Alaska Native girls, Hispanic girls, 4%, more likely to be suspended from school than their white peers which is 2%. Nearly half of transgender students report regularly skipping school because of the safety concern, and nearly one in six transgender, gender nonconforming students face harassment. It's so severe they are forced to leave school. Students of color with disabilities are suspended and expelled at a rate roughly twice that of other nondisabled people. These are statistics about education, and how it is that girls of color and trans youth in school often don't feel safe. We had a young trans woman share testimony. And we have a lot of testimony on our YouTube page, as well as on our website, shared testimony but as in school as trans woman she never felt pushed out because she never felt she was included or allowed in. For her getting suspended or go to the kitchen was a quiet time. She would, essentially, disrupt or respond in a way that she knew ultimately, she would be sent ultimately to detention. Then offered a space for her and girls like her to get the work done. These hostile hallways and classrooms, the climate in schools need to change and support the development of all of our young people. We look at the economic and security, Black and Latino women on -- women comprise [Indiscernible] head of household of children under age of 10 in New York City how so. The times more likely to live in poverty. Girls of color face [Indiscernible] forms of gender-based discrimination and violence in these communities. Their schools adversely impact their well-being and stand in the way of their educational and economic opportunities. We have heard from our young people that many times, within the job market, young people who just want to be able to pay the things that they need to pay. High school is really expensive. They have senior trips. They have pictures. They have application fees. They have basic, here in New York

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City, \$116 for a monthly metro card. For some students, they do not receive a metro card from school and they had to pay for that. They have cell phones. They have afterschool events. Many times they had to get a job to support not only them but some part of their family. Within that space, oftentimes, they feel discriminated against, whether it be the way they wear their hair, their body size and how they are perceived, but implicit bias and expectation that this young Black girl is going to be loud or this Asian young person is going to be a model minority and do really well in school. Really prevents are young people from been showing up as their best selves and does their unique selves. We know that girls of color are overrepresented in the cities child wherefore system which to often fail to provide safety and support services to recover from abuse and trauma. In addition, deceptions, [Indiscernible] lack of connection too permanent homes for all the girls and lack of LGB to -- a DVD today challenge for schools in the cities foster care system. If a young person is being abused at home or kicked out at home, or has had a description at all because they come out as LGB T or [Indiscernible] but then they get into a system because they are underwriting that does not affirm their identity and help them to navigate the obstacles faced before them, then it just becomes another layer to the trauma that they have already endured as a young person, who now is navigating top oftentimes, homelessness. Navigating having to make up education, grades, or even returning back to school. It further complicates the issue when are systems institutions are not prepared to support are young people in the way that they need to be supported. In particular, as our young people show up intersectional in their full identities as young people of color, as women, girls, trans youth, it's especially important to understand and have a cultural competence around what it means. To learn from them what it means to support them. The standard of support is not meeting their requirements that they need.

JoAnne?

Yes.

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This is Shanita. There's a point. Especially when you are talking about support for LGBT and Q community. The question was about preferred pronouns. Can you elaborate on that little bit?

Preferred gender pronouns?

Yes.

One thing that we do as an organization is, because we have serious and trans people and also if you don't have trans people we ask what are their preferred gender pronouns. Some leave off people for a just say gender pronoun because preferred is implied they are choosing to change what their gender is, when they are just simply owning what their gender is. With a preferred gender pronoun, there is pronoun or set of and the -- set a pronouns individual uses them for bidding the practice of saying, everyone [Indiscernible] creates a space for individuals who do not identify as he or she to share their pronoun. And to fill affirmed identifying of the spectrum -- and to feel affirmed identifying all the spectrum of [Indiscernible] or gender nonconforming. Colleagues here identify as they in choosing to identify as they as opposed to choosing to identify as he/she to make it easier for everyone or feeling and only they are gender [Indiscernible] and [Indiscernible] and on the spectrum and feels most comfortable for them. With that person, there's actually [Please stand by for real time captions] up -- two staff members here, it's better for us too understand that so that we can address them properly in the most comfortable way for them. Even if it's uncomfortable and a new learning for other people.

I am not sure of the preferred gender pronoun question, but that's how we --

Yes,.

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Ways in which we do that is, when you introduce yourself, my name is JoAnne Smith. My [Indiscernible] is she, her, her. I am a Gemini. Normal as everything else and also on labels or once you come in, sign in and have a name tag identify your preferred gender pronoun. We tried to do that in every state we occupy and set that standard.

That's what we wanted. Thank you so much.

As we go further in and -- I wanted to name a few more areas in which are girls of color throughout the nation are in crisis. As of 2008, Black girls represented 36% of females in the juvenile justice system. I called the juvenile in justice system. Despite these numbers, only a [Indiscernible] of research that thoroughly interrogates today between race and gender when addressing growing number of Black girls entering the system. Moreover, 60% of LGB T, Q [Indiscernible] Black and Latino. Once inside the city system, girls of color encounter a system ill-equipped to address the underlying adversities related to the violence, exposure, and survival in high poverty community that drive them into the system in the first place. Now, we know from the report, sexual abuse -- sexual abuse to put the pipe like him who experience sexual abuse our routed into the juvenile justice system because of their victimization. Will be often miss is sexual abuse is one of the primary predictors of girls entry into the juvenile justice system. It's one of the predictors that will tell you whether or not a girl will go into the system. That so important for us too understand because when we then look at girls who are also victims of sex trafficking that are arrested on prostitution charges and punished as perpetrators, rather than be supported as victims of survival, it gives us the data and information we need to make a better, informed decision about how these girls should them be supported, rather than prosecuted and punished for being trafficked or prostituted. A16 your study published in pediatrics found that girls exiting the juvenile justice system our five times more likely to die violent death by age 25 than their female peers who are not just a symbol. Same study found that he knows our

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nine times more likely to experience the same while lot -- while Latinos or five times a more likely. What we do not know and cannot determine whether the following women had a history of juvenile justice, we know that women and girls of color are also targeted by State [Indiscernible] violent. Violence rooted in white supremacy, capitalism and [Indiscernible] and anti-blackness. As we look at the range of young women, girls, and says and transgender killed [Indiscernible] today by police. [Indiscernible] buried killed and [Indiscernible]. 92 years old killed by the police. Tanisha Anderson at 37. [Indiscernible] metals and, here, in New York City is [Indiscernible] killer who beat her to death in front of a police station because of the [Indiscernible] of masculinity. He had come on to her his friends told him that she was transgender and then he reacted violently and killed her. He just got 12 years, a 12-year sentence for that killing. Let Wanda Johnson, another trans woman killed by police. Jessica Hernandez, 17 years old was killed by police. Last year, in July a low-cost six women of color had died in police custody, including Sandra [Indiscernible] whose case went viral because of her being outspoken and because of her family, really naming state sanctioned violence and the injustice faced when she was arrested. She also had a street named after her in the town where she was arrested on the campus where she was arrested. Lastly, in the section got transgender women of color are more likely to be victims of homicidal murders. This is the last of nine transgender women that we know of color who were killed just this year, Kiana killed the Maryland just last week.

I will stop here and ask if there are questions about the crisis that girls are facing and experiencing in the United States.

Shamita again. JoAnne, I am looking at the names of the young women who have been killed, and it just makes my blood grow cold. It is so horrendous. I'm also wondering, these are the extreme cases of violence that we are seeing but, how much violence goes on that is invisible and considered to be day-to-day

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quality improvement violence against these young people? It's just so frightening.

Yes. It is frightening and this is why it's so important to lift up because, while we know violence happens in the homes and communities, these are systems designed to support us. When you talk about education of systems, Child Welfare system. When you talk about police copies our designed to protect us. These are our safety nets. If we are dying within our safety nets at such Epic rates, and it is happening in plain sight where people are not talking about it, this is why the urgency to then talk about it, address it, advocate for it. Get the data and aggregate it so we get the actual numbers around every area that was just named. This is why it is so critical. These are the systems designed to make our lives better, easier, or more supportive when we fall on hard times. Or on a day-to-day, educationally, that's just a civil right to be educated. It's something that you would want to have happen, especially in the United States. A place where you go day-to-day quality improvement that is supposed to support you, but really isn't designed or equipped to do that. We have to then address the system institutions. And to call out what is really happening. We have these numbers and at rates of young women and girls of all colors, but, in particular, Black girls, disproportionately been traumatized, violated, and this regard it, then to name that crisis. We have to address it. Especially, if we are able as a nation, and when able as a nation to address it and our resident able to address it for boys of color, cannot the two years after Civil Rights leave out girls. As the slide says, it draws a [Indiscernible] biological line between our children of color. Going to the same squirrels living in the same household and living in the same community. The factors affecting the boils may be gender [Indiscernible] the factors of the system, institutions, bias, racism and sexism, that process of oppression is the same. We have to act urgently. In the acting urgently, but Girls for Gender Equity has been part of in just thinking about our design, having urban leaders after school, use, middle school, boys and girls, high school youth, friends of community and in our colleges and friends of community, in 2014,

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when, my brother's keeper, was named, we joined other groups, other activists, academics and stakeholders who work collaboratively working to broaden the scope of, my brother's keeper, and similar initiatives peer to say this could be my children ski. Where are really including all young people together. We worked diligently to lead this campaign and to interrupt what was happening at the White House. And say that, girls cannot wait. That's what we were told. Let the boys go 1st and the girls will wait.

-- that's what we were told.

A question from Liz Carlson. Do you want to ask it yourself?

JoAnne, I just wondered, if you would speak a bit to the form of pushback and the ways in which society is reacting to the work you have been doing and not supporting the work and attention around Black girls work.

That's a really great question. In 2014, one of the reasons why and I will go back to the slide that we felt like we needed to number one, write a letter and have it ended up being over 1400 people signed. One of the reasons we did that was because when we went to the table to really work on how and initiatives such as my brother's keeper could be inclusive of girls and gender nonconforming use, we were told we were being divisive. That we were race traitors, that we were trying to keep Black men and boys down. We were called names. We were told that we were just trying to get into the White House, that our girls were doing fine. And at that we just need to wait. If we would write and allow the Justice initiative that is grounded in gender justice, right, the reality of Black men, Latino man being seen as hyper masculine and having these gendered expectations is real. Expecting they are going to be providers, pro- creators and protectors carries the weight of hyper masculinity. And plays out within society. Understanding that this race and gender initiative was necessary, but that it's unorthodox in the sense that will usually talk about gender, we're talking about

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girls and women. How is it at this time we are left out of the equation when talking about racial gender injustice. We received pushback in multiple ways from many communities, and on many levels it was something advocacy wide that we had to keep checking in about, regarding the different strategies we needed to take. And the risks we are willing to take, and how much skin in the game were willing to put in order to see this through, understanding that our President would be leaving the White House at a certain point. From that level of risk and that level of pushback, it was extreme. It was extreme.

Two years later --

[Indiscernible - multiple speakers]

Two years later, people get it. The work that African-American -- African-American policy form has done, what Girls for Gender Equity has done and many organizations have done to name the issue of provide advocacy solutions have helped shift the climate. But the risk we are taking very early on, we are by few and far between. There we're calculated risks but very necessary risks but it came at a price.

That's really very, very, disheartening to hear that. One of the things -- when you were talking two questions came into my mind. One was of course, up to this point, I do not see the presence of Asian women here at all, girls and women. That one question I have with that is -- whether that's a community you have been able to reach? Are you have plans of reaching. That is one. The second is in complex lives matter, this is one thing that came up when I was talking to some of the young women, the women involved in this work who are saying, in this Black Lives Matter Merrimac, important and necessary well but we hardly see women being focused at all. Women who have been killed by police or women who have been harassed or sexually harassed or violated in

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other ways hardly coming up in the Black Lives Matter movement. Do you have any comments or thoughts about that?

Again, I think over the last two years, that has been the work of our organization, the African-American policy for him -- for him, and many organizations who have worked too center girls of color and while Black Lives Matter was started by women of color public women, it's true, disproportionately we see and what we think of GGE three, where thinking of tax men and boys. We are talking -- talking about the times of the State sanctioned violence that leads to their death and leads to the death of many and colors -- in communities of color. This is the work were doing to be able to center. We think this work has to happen because we cannot wait another 50 years where the racial justice movement to be fully inclusive.

And your point to Asian women, I have statistics on, especially, here in New York City, Asian Pacific American children, 25.6% live in poverty in 2000 sick up to 10 A. [Indiscernible] in 2000 addressing the needs of Southeast Asians and starting with the aggregating the data on Southeast Asians, as well as Asia-Pacific island Americans and understanding the differences, being able to hold up the different races, and ethnicities within the Asian community too better understand that been the needs of the Asian communities is something that our city within our young women's initiative is taking up, as well as something that the White House is taking up within the work they are doing to aggregate data and to really name what it is the Asian communities our experiencing. We have and do work with these Asian young women within our work. We are also very much grounded in addressing anti- Black racism. We are predominately an organization that focuses on young Black girls.

You will see additional pictures of our young people who, obviously, are not Black, who our part of the work and part of the movement and understand the need to address anti- Black racism, understand, ultimately, the whole

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community gets addressed because of this push and work. We been able to meet so many other communities already. I will speak on that in just a bit when I go further into what advocacy has led us to.

Please, go ahead. Thank you for taking the time.

Great questions.

From our that way campaign 2014 at the end of the year, 2014 we had Town Hall hearings in New York City. Town Hall hearings workplace for community came together, young people testified, practitioners testified, two Commissioners, to City Council members, Public Advocate of the city of New York, and really named the issues that are affecting them in their life. Within this document there are two links I highly advise everyone who is listening to go and watch and see. He gives you a really rich understanding from the mouths of the experts who have experienced it, what they have experienced, and what it is they need to address those issues. We marched, we marched, we marched, and marched. We protested and really named our need to address the systemic issues. We also strategically worked, having an inside and outside and with the White House, with the White House counsel, women and girls and hosted a session that shaped the advancing equity initiative that the White House counsel, women, and girls, started as a result of this charge to center the voices and experiences of girls and women in color -- women of color within the White House. We advocated at the White House and shared our stories, but also are advocacy strategies. We also have some answers and solutions that your people want to share around how things can shift and what it is they need. When we work, our work and purpose is to contribute to the efforts in many people and organizations stop evaluating [Indiscernible] [Indiscernible] Black people from the movement of the 21st century. We do this work so that we are not invisible within the Black Lives Matter movement. We do it enter generationally and we know [Indiscernible] people centered and lead alongside us we do this. We hold

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the community account -- accountable for that. One way we did that is after Town Hall hearings in New York City, the city speaker, [Indiscernible] saw the Town Hall hearing happen. The speaker, Melissa, wanted to address the issue and needs girls of color we're having. At the Town Hall you will see within the video I lead a call-to-action with our mayor to address the issues. We did not know that the yes we needed was the yes from the speaker. What she did was decide that she was going to develop a young women's initiative. The young women's initiative was a six-month planning process, a participatory governance process that we designed to be able to include 200 stakeholders in the community within these five areas of disparities health, violence, criminal justice, economic and workforce development, education and community support and opportunity. Within these five areas to, number one, look at the discrepancies and what is happening in the crisis in those areas too better understand the landscape. Number two, decide on what recommendations, policy, recommendation, legislation, what programmatic recommendation and design is needed in order to change those positions. Do it from a Systemic lands. Number three, what resources are needed? Where should they be allocated to be able to do that?

This initiative is revolutionary and the sense there is never a participatory process in this way that has been so large that young women of color who are also on the young women's advisory Council which is in the far-right corner are really centered and it working with government, the working also with the community to name what it is they need, and also designed what it is they need. The women's advisory Council are 28 young women who are ages 24 -- ages 25 and under. The youngest one is 13 years old who came together weekly, met on their own as a group, but also met within each of the working groups to really inform those policies, those programs and resource allocations. From this initiative, which I am the initiative co-chair, along with on a [Indiscernible], President of New York women's foundation, and Danielle [Indiscernible], President of the YWCA of New York City. Our speaker in February allocated \$10

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million for the next two years to the young women's initiative to be able to address the programs and policies and the organization that are following and implementing the recommendations that these groups [Indiscernible] on. The philanthropic table, which is what you see in the top right-hand corner matched the \$10 million. In February, we learned \$20 million over the next two years will go directly to groups, organizations, activists, working to support and advance the development of girls and women of color in specific areas that are outlined within the recommendations and report.

It's so great. It's amazing.

It's fantastic.

There is one thing [Indiscernible] asking for, asking about the video you are referring to. If you have a link, would you send it to us or anyone of us?

Work on Joe and, if you can tell me of that video was posted that you are referring to is posted on your website, I can find it within the next couple of minutes and put the link in the chat.

It's an option.

With the video I can go back, it's posted here on the slide on page 38. Town Hall call-to-action video is 10 minute. The gender specific [Indiscernible] pulls out young women of Whitney testimony how [Indiscernible] play out enter generationally with a family -- her family, in particular, who is experiencing incarceration and how her uncle's experience of incarceration affects multiple generations of the family and your expectation to pick up where her grandmother, her mother left off while she is a student. She is a very [Indiscernible] job in teaching us. Cannot wait for her to be a professor because she is profound. I highly recommend the links which will lead you to our

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YouTube page. You will see additional testimony, as well as additional work that are young people have done. One of the links I sent you, Liz Carlson, is of our youth Summit where you see young people leading the date, workshop, consciousness building, [Indiscernible] and really in the moment being leaders that many of us have not tapped into being until adulthood that showing up middle school, high school, very aware and conscious and critical of what is happening. Personally as well as politically and within the environment. I encourage you too take a look at the many links.

Thank you.

The other area of advancing equity [Indiscernible] and girls of color and based at the White House was an initiative the White House counsel women and girls been named as a result of the pushback. Again, that we had against my brother's keeper, excluding girls and women of color, and with this initiative, while, again, we still do not feel like it's enough. It doesn't nearly match the resources, the commitment, it's not our elected official, our President naming bad advancing equity needs to happen for girls of women in color as he is championing boys and men of color. But it's something we know is important to the landscape of shifting the research that happens so that we are aggregating the data and doing research specifically on girls and women of color multiple areas. For instance, within disabilities, made of his researches cited is not intersectional. It's that you are either a Latino or a man. You cannot be both within the research. Asking the article questions so we understand what [Indiscernible] girls needed seven diagnosed with Multiple Sclerosis in the home? It's not necessarily that it's so different but within different environments, there may be specific needs the have -- the print without the rates how do we know we're not just renaming and [Indiscernible] the data. Anna Julia Cooper led by [Indiscernible] leading a ten-year initiative to develop research and [Indiscernible] research around girls and women of color. We are part of that initiative. The young women's advisory Council, remember, we'll go

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down with me on the 29th to present at 10:00 in the morning. That can be live streamed. And we will present young women's initiative and inspire people in different municipalities, as well as regions to take on a conciliatory governance process that future generational, intersectional, and youth centered in there space. This is another win were now now we didn't realize we would instigate a reputation or inspiration model. Here we are, informing the nation how we have at least done this and, hopefully, sparking ideas where they can also do this process.

Young people within our middle school program are [Indiscernible] the schools they deserve. While I spoke at what link scope is a pipeline and push out how it affects girls of color and how bias affects goals of color, also naming what would it look like to feel safe in school. How would a safe school be designed? Who would be teaching? What would it smell like? How big would it be? How would you see yourself? What books would you be reading? In designing the session, being able to claim a vision for their self and exultation that would then share in a vision book as they look to move policy and advocate for safer climates in schools that are forming. Our young people have been on national television, local television. They do media. I'm sharing this in ways in which we helped to activate and also get the voices and advocacy strategies out there to the world. If you are working with young people, it really is contagious. Many times what happens and is Founder, Executive Director, it's me called upon. It's often being very strategic about letting me position the young people of the pair the young people to be in the spotlight and in that position to be able to name issues in ways that only they can because they are experiencing it right now.

That said, five times, they roamed the list of different people with [Indiscernible] to be able to name and talk to the issues that were coming up in that show, as well as a number of media and whether it's televised or print, also in the Anita hill documentary, Anita, seeking truth to power where are young people are leading a workshop on anti- sexual harassment. They are framed as the hope for

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the future in being able to name and do this work. What we were able to do from the seventh to the ninth is called a Black girl movement national conference work again, being very intentional about addressing anti-blackness and being sure that many times we say girls of color and our Black girls are lost within that, being sure this is not a phase we are going through when we name to 23, but that we are unapologetically centering Black girls. Working with them too deliver them the message and creating environments where research is named but also practices, joy is happening. Within the back row movement conference which was a 3 day conference in Columbia in New York City. It was a national conference. People came throughout the nation to join multiprocess, institution, coalition of people that came together to put this conference together. I was on the steering Committee. Our girls did a workshop. There were nine workshops led by young people. They also led the Black girls Bill of Rights. Without being able to name as the Bill of Rights in the United States is, creating a Bill of Rights that talks about their rights that young people of color, specifically, Black girls and women should have in order to be free and feel their living in a world that is humane. As they were going to this Bill of Rights process, they renamed it and call the Black girls declaration of freedom and humanity. Within that declaration, they had girls at the conference to share what is it they feel like that girls deserve. They were able to write on the charts of paper and scrolls what it is they felt they deserved. A few things they lost the well right to education and information about African and Black history in her story. They wanted to reframe his story to her story. The right to be safe and have over physical, emotional and mental health honored, protected and nurtured. One of the things that I loved they named, they consolidated to about 10 that day. This is the living, breathing document they are still working on that one of the things I admire they named was, the right to play and fun. So many times, that girls are over sexualized, seen as young adults at such an early age within the community and cross community. 7-year-old girls mistaken to be 13 because she is seen either big for her age, threatening or color as them as over sexualized. To be able to name as a teenager I want to be able to laugh with my friend, have a

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good time and not be seen as a servant. We are playing and having fun. Reminded us and grounded us as Black women there that these are kids call young people acting age-appropriate. Our tolerance for that and space for that in society is often limited. We have to reclaim space for them to play and have fun as young people under 18. And as women, we all need to play and have fun, but you had to name them for our children and for young people, it was such a profound statement that was made and claimed by so many girls in that space that it spoke to us.

With this Bill of Rights and this will be leading to the end of this work with the Bill of Rights I want to name another win that we had. It was the Congressional Caucus on Black women and girls was just announced. This is absurd because there has not been a Caucus on Black women and girls before. On April 28, I will bring to that Caucus what the girls have declared as their declaration of freedom and humanity. What it is we want Congress to really work for. And that the girls have needs. This is there Bill of Rights as Black voice in the United States.

I will pause here to ask for any questions around anything I have shared. I would love to share then, overall, concrete steps I think that are important.

We have questions about the Black girls declaration of rights. Powerful to hear that. This is asking, how would that be utilized to bring the power and write a Black girls Lex.

What did that mean in terms of actual implementation?

Great question. Also one of the things we have to figure out more organically. Girls while I am here today started at 4:00 today and will go until 7:00. I will get to hear from them today where it is they want to take this. How far they want to continue this with what it is they have learned about the Black girls Bill of Rights

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and what it is they have learned from other girls. From there, I believe it should be a living document that other girls can also inform. And with other girls being able to inform the document, it's a matter of either hosting it on a site so that that can happen, going together, different organizations with girls that can further inform the Bill of Rights. That we want to get it a bit closer to what it is that is actionable within Congress. We are hoping with this visit on the 28th where it will be testimony panels. I will be on Panel number 2 on the 28th. As well as celebration for this, that this can really ground what this Congressional Caucus is about in naming the declarations that the girls have named. Then collectively shape how was it then that we get there. I wish I had a straight-line answer to that, but I think the most fruitful, impactful shift happens when they are collaborative and generative. I don't want to cap at bond, this is what I think what happen with this and how that will happen.

Absolutely. Just the fact it would be a living -- you are visualizing it as a living document. It's so inspiring. In looking at these three women on the screen and, this just feels so -- I cannot tell you, so thrilling and powerful. And for the young women and girls who will go and talk and I hope they listen to everything.

I do too.

Just to say, Sondra Bland's sister was one of the seven founders who conceptualized this Congressional Caucus on Black women and girls. The U.S. representative had to be the one to carry it through but there were seven women on a Committee who strategized so that we would have a Caucus beyond the tenure of our President. I think that was brilliant and they were brilliant.

So thrilling to have that. I'm wondering if the [Indiscernible] has any questions. This would be a time to ask. What I am learning today is this is so good. I can't tell you. I am also happy to think about -- and I am sure you are too as to the

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change of guards that might have been seeing and what that would mean to all this work.

I don't want to put any words in people's mouths but this is such an important issue to have it and institutionalize it right now so it's not thrown by the roadside later on.

I appreciate you asking that because that is absolutely a concern and why it's so important for us to set the agenda and continue the agenda on what the White House needs to focus on. Also community wise what we need to focus on. We are working so that it is not something thrown by the wayside but we are clear that with the new President, that, that could happen.

And Kate Rosenberg is asking a question.

How are students getting connected to you?

Great question. They come to us multiple ways. Oftentimes referred by word-of-mouth. Where based in two afterschool middle school programs. We have two additional site three days and five days a week within the program. We then have sisters in strength organizing program where girls apply for the program. We been doing it since 2004. There is a waiting list of young people who want to be able to qualify for the program and apply for it. We target schools, community centers a community-based organizations we work with. Many times it's a [Indiscernible] sister, Frank, co-worker, also being interested in being involved in the work that end up applying. With our young women advisories Council part of the Young women's initiative, we put out a call for the organizations that we're part of the working group, the five working groups who recommend and refer their young people to the process. We can get a mix of demographics at the table, get a mix of young people ethnically, but also a diversity around their region and what Burroughs they represent so that they

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can't speak on the experiences of their community, especially since this was speaker, city speaker led initiative, the City Council members already important part of them being able to allocate resources within communities that need them the most.

I have Diane [Indiscernible] comment. I will read it too you because I know you need to wrap-up.

I am seeing similarities between girls being seen as capable of leadership and activism. And what some people think battered women and rape -- rape survivors are capable of our not ready for. Amazing power when they do organize.

That's Diane, JoAnne, we are kindred spirits. I love that. That is so true. Actually, with my next slide, I wasn't able to change the slide myself. I write all social justice effort benefit when we invest in women leadership. I am even confident that the needs and responses too innovative solution to the Flint water crisis will come from girls and women of color. When they were talking about immigration rights, racial justice and environmental injustice, we investing girls and women leadership and organize with intersectional approach, we are much more successful at advancing every single social justice issue. I wholeheartedly believe that, look back, experience that. I know that I am better because of the young people that I work with in this intergenerational work. Is affirming to know that working with young people you are going to need to support because at some point, they will also need to support you in a collective list. It's not you doing it and the passing a torch. It's continuing to do it throughout your life cycle and seeing it as lifelong work. There are young people that approach work that way as a early age. What talent and power in leadership we have in young people like that. It's our job to create those conditions and opportunities for them too thrive and show up work for me that was created and allow me to two -- to participate. I never dreamed of being a [Indiscernible] Director as a young

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person but because of the opportunity and conditions created for me to move in this direction, hopefully, will have to impact the overall of it in a better way. I am just one and there are millions.

Fabulous. I know we have about 10 minutes, maybe less. I would want you to finish your presentation. I'm dying to hear the rest.

The one thing I will say is there are few concrete steps. These are broad steps. I feel like I didn't know where everyone on the call was coming from as far as, the work with young people? Looking to do this kind of advocacy work? Are you already doing it and light years ahead of us likes I feel very comfortable connecting with people outside of this space but when I think about my top four areas that ground the is, understanding you have to listen to your girls, listen to clients and women you serve not their families. Hear them, watch them, see them. They are identifying their needs daily. Regardless of morally you believe in there needs and what they are doing, they are consistently telling you what it is they need. Listen. Ensure you work with them to an intersessional lands, understand their whole cells work especially in domestic violence work, it's really worked which is thankless work bulwark which comes with rough edges in understanding that many communities of color are not going to choose or want to choose to incarcerate their perpetrators. What a restorative transformation practice or what do they want to's -- escape the conditions. Hearing that and working towards a that because, maybe they would not be in those conditions if they had the economic stability, education and systemic bank -- Systemic needs they need to be out on their own. It's not just a monolithic group of people who are surviving domestic violence and surviving sexual assault and understanding there is a social competence communities are directly traumatized by law enforcement and traumatized by the industrial complex. That is not oftentimes the first answer for the community and understanding that. These are many times men of color, Black men, and many times service providers are not. They are women of color. There white. They are coming with a lands that they no

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best and it's important to understand systemically how race is a factor when a woman shows up to your space and needs support. Addressing that with an intersectional lens. Challenging your own implicit bias about people of color. Have a conversation about anti-Black -- and a Black is a bad racism. Use tools at your disposal. Use a Google, YouTube, [Indiscernible]. There are too many tools to name work when I think about the most basic you can do an implicit bias test online. It's private. You do not put the results. It's anonymous. You get the results at the end. With this task it asks you basic questions around what it is you expect of the person that you see in the picture. He gives you options which you select from. That lets you know where you rank on the scale of bias and why is that important? Is a place to start to be honest and start having honest conversation about what you have internalized, learned about Black people, people of color and yourself as we are navigating this world. If you cannot do that with yourself, oftentimes you cannot serve very well. I encourage the conversations within agencies to happen as well. Within the Black girls conference we have white staff. They came to the conference. Afterwards we debriefed to what it would be like to be a white Ally in the space to what felt for us like space where we were Black people selling -- celebrating Black people was the norm and felt normal. [Indiscernible] what white people thought about this. Being able to do that come back to the office and of the conversation was imported. It was imported to hear from the white staff how they felt in the space. How much of a gift they felt the space was and to also reflect and what it would mean as they occupied other spaces. That we have the conversations that we are all works in progress and have these challenging conversations. The more you have them the better it gets and the better environment you grant. The one that is so dear to me is support the leadership for girls and women of color within the work and Agency. Who are your top executives? Who's doing the grand day-to-day work on the frontlines? How to those disparities layout within your Agency? How is it you are here and you see women of girls of color and women and girls in leadership? That leads to [Indiscernible] bias and also, many times, the leadership of women of color challenge is too consistently

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prove you are worthy, able, capable. The worst thing to say is you articulate. Of course, you are articulate. That's not a compliment to say articulate. Really challenge yourself within your Agency to create the space. Create the condition within the space that you want to see in the world. Then into a parallel process of being in that space and facing what it is dynamic wise that is happening in that space, and not re-creating this white supremacy and patriarchal capitalistic space you are trying to then shift. You have to start then at home. For me, these are overarching concrete steps. There transformational steps. As I said before, also [Indiscernible] effort led by women of color make everything better. It advances everything. It doesn't [Indiscernible], the race or take away from other people being a part of the doing their part because everybody has a part, but making room and excepting the part, role, genius and magic of the women of color encouraging everyone to live by that.

That's it. We thank you. This is signing off from Girls for Gender Equity. Some of our young people celebrating. This is my contact information. If anybody wants to get in contact with me too follow up with anything I have shared.

JoAnne, thank you, so much. This is so wonderful. I'm totally spellbound at this time. What fabulous work is going on at multilevel with multi- issues. And also girls and women learning and actually doing their own work to change the world. This is fabulous, fabulous information. I hope many people contact you from the intervention from your contact information and support and participate in the work that is going on.

I'm going to be wrapping up. Thank you. I want to thank all of the participants. They really listened today, to how young women and girls of color our taking leadership to change our society and really move toward gender equity. And with such changes and such a leaders we can truly hope to see end of violence against women. Our society is being built on norms of justice, of support, and social equality in very many ways. And, for JoAnne, thank you, again, for sharing

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your work and vision with us. And letting us know of the inspiring work that girls and young women are doing.

Absolutely.

Thank you for that, and thank you for the space. In this moment it feels a bit frantic because I shared on here the 7:00 to 9:00 conference, Congressional Caucus, the Young women's initiative. The report is coming out Day five. It's not out yet. We are pounding away working on it, as well as on the Anna Julia Cooper. There's so much happening going on. It feels frantic. This was an honor to think through how the pieces connect and share that. I want to offer that and say, it's not all figured out. There is much work to do. Much is making the work the road as we walk and figuring out together collectively and informed. Also much of it is too rent that has not been embarked on this way like the participatory governance process. I encourage to keep this PowerPoint, keep the thinking generative. Keep it as something you can see yourself contributing to, being a part of, whether it's where you are in your state or even with us in understanding the continue one of care, the continual him of advocacy and practice is all connected and part of the larger good. You don't have to be doing exactly this. You can address it in multiple ways. See that as your call-to-action as we continue to do this work collectively. It will take a lifetime.

Thank you, so much. That is really inspirational and gives us good direction in thinking about this. I want to thank you all for joining us today for this keynote address, which is absolutely fabulous. The next keynote is scheduled for July 20, when will well have another exciting speaker for you. The Praxis staff members available too you for questions and support. If you have questions for JoAnne how pleased to send it. We will pass it onto her and and I am sure she will get back too you. Thank you, again, for joining us today.

Thanks, JoAnne, for your wonderful work.

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**Please note: This text was generated during the in-session webinar closed captioning and is less accurate than an official transcript. We apologize for any confusion created.**

Thank you for the work you all are doing.

goodbye, everyone.

As JoAnne ends her e-mails with, on word.

Thank you all. Take care.