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**The Power of the Collective:  
Farmworker Women’s Movement Creating Change**

**Mily Trevino-Sauceda, Daniela Hernandez**

**January 16, 2019**

Please stand by for realtime captions.

>>> Hello everyone, we are just waiting for a few presenters to join us so please give us a moment and we will be starting shortly.

>> Hello everyone thank you for joining.

>> Thank you so much. Hello everyone, this is Diane at Praxis International, welcome to all of you. Usually you would be hearing from my colleague, but she is traveling and unable to join us today. Let's move the slide. I am happy to be with you today as moderator of this keynote. As you know our ALC keynotes are designed to help us think differently and bigger and more deeply. They feature thinkers, researchers, practitioners, writers and activists from different social justice movements and we hear from people who bring a range of experience and perspective and approaches to creating social change. As we move through the next 90 minutes, we would like to hear your questions. You can join us via the Q&A box but let me turn to Liz for a few other tech reminders about that and other webinar things.

>> Very good, thank you. So, it is very good to be with you today. A couple of logistics to remind you about, we always encourage you to utilize the Q&A box to chat comments and questions in to share with us, so we can pass your thoughts

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along to presenters today who will respond within the webinar component. The audio component of the webinar today. So, use that freely throughout the duration of our session. If you have any other technology issues, of course connect with myself or our webinar host today and finally just know that the session is available if you are wanting to share it after the fact with any of your colleagues it will be posted to the ALC class webpage of the Praxis website. So, look for it there. Diane, that's all that I have.

>> Thank you so much. The farmworker women's movement. As we talk about ways social justice movements are creating change the farmworker women's movement is a powerful example of ways we can see people engaging in collective action that leads to real change in the lives of individuals and the lives of groups of people across geography and generations farmworker women have organized to raise consciousness, influencing public policy and changing laws. Improving working conditions and ensuring human rights for farmworker women and their families. For today's keynote the power of the collective farmworker women's movement, creating change we are pleased to welcome Mily Trevino-Sauceda and Daniela Hernandez. They will share the stories and strategies behind these efforts as well as the reality of some of the challenges they have faced over their years of organizing. I know you had the opportunity to read some about their background and their accomplishments so there is one that I wanted to mention that his recent. A recent honor that was not included in the publicity and that is the Smithsonian Institution recently honored Mily along with Monica Ramirez with the Smithsonian American ingenuity award for social progress. They were recognized for their work to bring attention to the sexual abuse of farmworker women. Just to say something about the company they were in for that prestigious award. They had different categories and one of them was youth in the Parkland survivors were honored. There was an award for performing arts

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and I think it is a really exciting thing to think about that recognition for the work of all of the work represented. So, congratulations to you Mily for that. Welcome to you and to Daniella, we are so pleased you can be with us today. I wondered if you could start us off telling us a little bit more about yourselves and what led you up to this work. What brought you into this movement? Daniella are you going to start us out? Smug yes, hello everyone. Good afternoon now. I hope everyone is doing well. So yes, what brought me specifically into this work, my background in my undergraduate is in so I had the opportunity as one of my classes to work with an organization locally in law Ventura County and as I was researching what organization I wanted to work with, they really stood out to me for everything they stand for honestly. Personally, my grandfather, when he came to this country I have that connection. I also studied the movement in my undergraduate education and that is something that resonated with me. The fact that they are an organization that is organized by farmworker women for farmworker women. That is something that really stood out to me and I thought this is amazing. I would love to work with this organization and so their mission statement, to develop leadership among the farmworker women so that they themselves are the agents of their political, social and economic change in the farmworker community that ensures human rights. I thought that was special and that stood out to me. I began as an intern with the Lideres Campesinas about two years or one year ago. Through the class and my last semester of undergraduate. That education and when that ended, I went back to give my thank you's and I was made aware there was an opening for another position, so I applied and now I am the director of programs for Lideres Campesinas and I have been in that position since this past August. So, what I did as an intern was, I shadowed a lot of the organization, at the Ventura County chapter. I learned so much about the different campaigns and this is where I really felt my connection. Lideres

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Campeñas was able to work with all women, Spanish-speaking individuals, a lot of individuals also speak different indigenous languages and that is something that resonates along with me and my background. So, I am very happy to be here with you all. Ultimately would you like to introduce yourself?

>> Yes. Can people hear me?

>> Yes, we can.

>> Okay great. Thank you very much. First of all, I want to thank Praxis and Liz and Diane for encouraging us to be part of this important work that Praxis is doing. My experience started when I was little. It is a long history. I don't want to say it's a long just because I'm 60 years old now. But it is more of how it keeps resonating with me. Watching and working with the women. A lot of the issues that their families are going through, my family went through. We were migrants, we lived, my mom always tried to pressure us to come back to Mexico even though some of us were born in the United States and some were born in Mexico. During those years my father was raised in Texas since he was a child, so he worked with an uncle and he would always tag along. I don't know how that happened, but he was always tagging along, and he did work with them to make sure that he was around. Because they migrated to different states, he did the same when he married. He took my mother to the state of Washington and from there some of us were born in Idaho and others in Mexico and then we ended up in California. But living the different kinds of struggles, living the exploitation, the different types of abuse in the workplace and the different types of racism we went through. Different levels of just different abuse. We did not know about rights, we learn about our rights when we came to California where my family became heavily involved with the farmworker unions. With the farmworker union movement. In the 70s. By then I was a teenager. I did not go to high school for the

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same reason we were working and migrating within California to find jobs. I was one of 10 children, so it was very hard but because of that learning and because of wanting to understand how we women could offer more, there was more. I always told people there was more we could do. There were many things that happened. We did start a group 1st in the Coachella Valley and then this group was the one that launched the statewide effort to organize farmworker women throughout California. It is a little bit easier here because there is a long history of a movement in California including farmworkers. It was not easy for us as women, but we were able to overcome many obstacles and then we started Lideres Campesinas which means farmworker women leaders in California and I became the first executive director. What really has always resonated with me is being able to sit down and listen to the women and have conversations where we are listening to each other and then deciding together what is the best thing we need to move forward on and that is how we have been participating. So, for me that is how I started and every time women themselves in different ways help me get grounded again. That this is a movement of farmworker women. It is not a movement for Mily. Thank you for bringing up the Smithsonian ingenuity award. For me it is a representation of what we have created now at the national alliance of farmworker women so thank you very much. Not everybody wants to organize at the level we are organized.

>> Yes, well thank you Mily and Daniella for giving us that grounding and sharing with us some of what brought you into the work. I think it is really helpful as we think about building movements to think and remember what brought each of us into trying to create change and what it is that motivates people to want to get involved and stay involved so I look forward to hearing more as we move through this time together. Daniella and Mily you will be highlighting some examples of the work you have done and how you go about doing it and what you have

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learned from the process so let me turn it over to you and I will jump in as I have questions or as we hear from participants with questions. Daniella do you want to move the slides ? Moved to the next slide.

>> Yes, thank you. All right there we go. Okay hello again everyone, thank you so much for having us. Before I get into this slide, I also want to give a little bit of context off of what Mily had said. Lideres Campesinas is an organization that started in Coachella Valley in 1988. Originally called and later became Lideres Campesinas. Right here this slide you all are seeing the convening of chapter officers in California. This is a meeting, it is a statewide meeting when everybody comes together, and this meeting here specifically was centered around leadership development, capacity building, and all of the members of our organization being able to get together and create an annual plan which is what we call a plan that every chapter develops and that is their plan for the year. All of the activities they have planned. The outreach and such, so this is a picture of most of the women in the organization and we do these meetings to be able to build ourselves up and educate ourselves on different topics. That go along with organization that aligns with goals of being culturally competent and an informed organization. So, the next slide is an example of organizing that we do. Within the community. So, we have a lot. Each chapter, right now we have 12 chapters with the recent incorporation of Fresno which makes the 12th chapter and we have one youth chapter as well in cello. Technically we can say 13. So, this picture on the right is one example in a meeting which we call -- they can be educational meetings, regular meetings or special meetings we call upon if we have a campaign we are working on. So, at the meetings is where we discuss a lot about different topics. Educational meetings, it depends on the month as well, it depends on which campaign we are working on. Around October we center around domestic violence awareness month. And we have a series of art we use,

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and I will go ahead and move forward. So here you can see a lot of the art that we do. The squares are little handkerchiefs that we used during April which is the sexual assault awareness month. That is one of the campaigns that we work with.

And we will decorate these handkerchiefs with messages surrounding sexual assault awareness. Statistics that affect farmworker women specifically and we also do public exhibits in different offices the community and the bottom left corner you can see actually being in the field giving presentations. Going to homes and giving presentations and that is a strategy we use specifically to have meetings in homes of our own members. That provides a safe environment to be able to discuss issues that affect farmworker women without fear of having somebody like having to take a space in their office where somebody can walk in and talk about and hear the conversation we are having. A lot of the topics we talk about are very sensitive topics. Like I said we do campaigns on domestic violence, sexual assault, sexual harassment in the workplace, we also focus on pesticide prevention and awareness and child sexual abuse awareness as well.

>> Daniella this is Diane. I wanted to ask as you were describing this work in these connections, the ways you have increased the numbers of chapters over the years and reached out to new members. How do you do that? When you are first connecting with a woman who you think, or hope might want to get involved, where are the places you make those connections and what is it that you are saying or inviting them to do or participate in?

>> Thank you for that question. There are various ways. For example, these art exhibits are one of the ways when we do exhibits. We also go to public areas like the District Attorney's Office. Different agencies and organizations we have connections with because we also have victim advocates who take cases of sexual assault or domestic violence and that is also one way to increase membership.

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Through those clients that those victim advocates serve. These public art exhibits, a lot of people will pass by and they see the art and they say that's interesting. It will catch their eye, so they come up and ask questions. We do a lot of tabling as well at different health fairs or forums. We go out into the community as well. The educational meeting that I mentioned, those are public meetings and those are meetings where the members can invite any of their community. Their neighbors, coworkers, family, any of that and those are educational meetings where depending on the month we talk about different topics. It is a way of outreach into the community and letting them know of different topics. Some of what we do is immigration know your rights as well. So those are some forms how we increase membership as well. Does that answer your question?

>> Yes, thank you so much.

>> If I may, when we are organizing is not about us saying all we are going to go organize. The women that she is talking about are women, the majority of the time want to be part of our group. They are women that either came forward, talked about their problems or issues and then they get the support from us. We then take them maybe with a service provider to do intervention or to the crisis center or wherever. But at the same time, we are working with her, with that woman and her family and sharing all of the work we are doing and why we are doing it. So, we are trying to recruit so they understand that the same way she is being supported, we were supported. And by supporting others that will be very beneficial and helpful for the community. So, the women, we start engaging them and what Daniella is talking about with educational meetings, we started with the idea of -- they are done with the idea of making sure that the women will focus on what is presented and they don't have to talk about their experience so that they don't feel pressure. Because there is no trust at the beginning then we are not

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going to force anybody. To the contrary we will just talk about what they saw and then by doing that it really resonates. So, we know they are thinking the same way and then the facilitator, when we are presenting, the facilitator is asking the women what did you see? What do you think? What does everybody think? Is this right or what do you think should be happening or is this happening in the community? Things like that and that really opens the dialogue. Because we know because of the taboo and the myth we will be blamed, shamed or you don't talk about sexual abuse. You don't talk about sex let alone being abused so it is about what they see. Or if they are designing the bandannas or handkerchiefs, the bandannas, the women are having them at the educational meetings while they are hearing about or sharing their stories, they are also designing them. Maybe some of them might not know how to read or write and some of them maybe crochet them. They work with them and do it, for them it is art. It is very special and for us it is, it is kind of like a way of building the friendship with the women at the same time the women are saying this is what's happening to me. But there are other women that I know about or my relatives and I also want them to join and that is how, that is how we organize. It is not about oh, we do a campaign of just organizing. It is about being very very careful, very strategic about how we connect with the women. Very seldom we are able to get to the field because it is private land and many more times here in California the owners are kind of afraid of us trying to organize thinking we will do the same as the unions, but when we are able to do that, we do it in the field but the majority of the time like Daniella was talking about it is when we have those. In the health fairs we are not just sitting behind the table. Several of the women members go so that some of them can be standing behind the table and the others are going around talking with the rest of the people around the table but at the same time talking with participants that are coming to the health fair and encouraging them and having open

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dialogue about what we do, what they do and how can they get involved. It is very simple. Very very simple but it makes sense because the women, we have a lot that have been doing a lot of work for health clinics and crisis centers or different hospitals and agencies. And they want to join us because we are talking particularly about women issues and violence against women and it resonates with them. They want to learn how was it that we not only give out the information but how do we engage people from the community to be part of the change that needs to be done.

>> Yes, thank you. That brings so many questions to mind for me, but I will hold off on a couple because I know you will get to them but thank you for the description. That really helped illustrate what you were both describing. Thank you. Daniella, back over to you. Daniella if you are talking you might be muted. Looks like maybe she was disconnected. Mily I will turn it back over to you. Let me ask a question about what you were describing. When you are inviting and encouraging and connecting with people to get them involved, what are you saying they will be getting involved in? What are some of the first things they might do or participate in?

>> The women, when the women, they are encouraged to come it is because these chapters of farmworker women have monthly meetings to talk about, to talk about you know what is it that they are going to be doing the next three months? Because they already have the annual plan, and all of this is what the organization has encouraged them to do. We are talking a little bit more about Lideres Campesinas as the statewide organization here in California because this is where we started the movement of farmworker women, but this model is what caught the attention of all of the other organizations that joined this national network and now what became Lideres Campesinas. This is why we talk a lot

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more about how is it we do the work here from California. The women from Florida are doing similar things and way before they learned how Lideres Campesinas was doing it, we were just doing parallel work and as we joined, we started strengthening each other's work. But to answer your question, the farmworker women, they meet. As they meet, they have their own officers. They have their own officers, the rest, the members are called delegates so that they feel they also have a place. They also own the group; the local chapter and they all organize. They all set up. Each different group here in California, there kind of autonomous but they are also guided by what the Board of Directors decides. Who is the Board of Directors? The Board of Directors are the representatives from each chapter because the chapters the one that has the vote on the board. So, the women, as they organize, and they come to these meetings to the board and let me tell you, we have somewhat similar structure. The members on the board are the women representing the organization that are members of the national alliance. So, it is more or less capturing the same kind of model and what we did was try to make sure that as an organization, tried to train the women on leadership. Building the team. There is already a lot of skills that the women bring so we are strengthening their skills. We are strengthening their leadership. We are trying to build ways so that they can understand that if you are already doing work in your community and you are part of like a volunteer at your church or volunteer at the school or volunteer at a union or health clinic or hospital or an agency or shelter than you are already doing an impact. But if you join together as a group, you're going to create a bigger impact because at the same time when you do that we learned that as an organizer we learn to organize our families and by organizing families that means yes the women are the members and the teenage girls are members. And then the boys and the men are supporting because we organize them. We share with them what we are doing, what are the

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plans and then we work together, and we encourage our family to support all of the activism that we are organizing. So, it is a women's organization. Is a women's national organization, but we encourage men. We organize them and at times if some are not understanding what it is we are doing then we work with them and we kind of Orient them by what we are learning in this movement and make sure they are at the same level as we are so that we can work together. For us, family within the culture is very important. We know and still respect that men are the head of the household, but we understand very much that women are the center of the home. The center of the family and there are many more women that are single moms, so they understand already the importance of keeping the family together. The importance of strengthening the family and making sure the family is going ahead. So, what we do, we work around that and with that. This is what has made this movement very powerful because we are working within the cultural context of communities. So, when the women plan, they don't necessarily like to plan like let's go do a march or whatever. They do it because when they see, when we need to be more visible, we will do it. We will go support. Once in a while we will do it ourselves. We do marches maybe three times a year. And you can see those in those pictures. Where the women and children are involved, the family is involved and we're trying to call attention for why we are doing what we are doing but we focus more on doing the local peer-to-peer neighbor to neighbor, you know coworker with coworker. And then encourage them to be part of this network, the local network that we have developed. So, it makes a lot of difference when you do that. These are some statistics. When we do trainings with the women, when we do trainings on the subject for example what is violence against women? When we do that, we don't just do role-play. The women act it out. And the picture that you see on the left-hand side is women disguised as men or workers and they present scenarios of what are the different

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types of abuses and exploitation happening in the workplace. Sometimes they present, the majority of the time they are presenting harassment and assault in the fields. So, everybody, all of the women are actresses. They present based on the stories, on their experience and then we open the dialogue about what is happening on the skit. As I explained before it is much easier for them to be able to understand that they are not alone and that there are people that will believe them. Here are some press conferences. We have taken the press to the field. Then by 2011 we created a national alliance. But because throughout the years between 1992 and forward we were able to convince women from the different organizations or they were able to convince us that we needed to build a national network and that became what is the national Alianza of farmworker women. It was not easy because we did not have much money during the first years. Last year were the first-time funders were able to really pay attention to the importance of supporting groups like us. To do national work because we are interested in doing policy. We are interested in doing more advocacy, representing all of the groups that we are representing that are in their local states that women might not have the visibility that they need. So anyway, Daniella is back. Maybe she will want to share a little more about some of the work.

>> Sorry, my audio was having issues. Thank you for giving more information. To add a little bit more. I think you talked a lot about like you said the theater of what we do. So, we also do theater as a form of reaching audiences that you don't necessarily have to understand the language that is being spoken which is also another way we try to reach all audiences. Like she said we a brief after every scene. We show different scenes like human trafficking, pesticide use, the sexual assault. Domestic violence as well and we close off with educational meetings where we see that the farmworker women are interested in joining the other

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Campeñas and then they join the meeting and the scene will end. Then they all begin to talk about the issue that happened in the field. If someone was assaulted with a supervisor and so that is also a way to reach audiences without people needing to understand the language. You are able to see what's happening. It is a way of detecting what happens in real life and in the field so that is another way we try to reach to other audiences and we break it down at the end of every scene and say what did you observe? How are you feeling? What did you take away from the scene? So, we do make sure people walk away understanding what happened, but it is also another form of being able to reach audiences who need or don't need to understand Spanish. That is another way we try to approach it from a linguistic and culturally competent manner. So, the art I think she talked about this but the art that we had. I'm going to go back one or two slides. Right here. So, the apron, there we go. The apron is one example of the apron that we decorate during October for domestic violence awareness month and we decorate these. I think she mentioned you don't have to necessarily know how to write. A lot of these women, they will take the needle and yarn and they will do the different patterns. And different images. Also, it is another way to be able to exhibit a lot of information onto the aprons. We have here the marches that we did last year. The first annual March in November for the women's march.

Another campaign I want to highlight because we are talking about how we increase membership and how we are able to outreach to so many people. But it has also been a challenge at times. For example, in December we had a campaign in Monterey County which covers multiple areas. We had a campaign where we served the community, we did 900 surveys outreaching to 900 people and we asked everyone for example where they stood on knowing their rights in case of emergency I.C.E. raid. A lot of people are currently skeptical and quite frankly scared to give or receive any information from people in the community. It has

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been a challenge for us. A lot of people did not feel comfortable giving us their demographics. Some people preferred a pseudo name to be taken down until we are seeing this becoming more of a challenge with everything that's going on. With the current political climate. Despite that, we were able to outreach to a lot of people and give them basic information on know your rights. That's another branch we focus on as well. To be able to outreach to folks in the community. We did it through standing outside of supermarkets, outside of churches, the women would have meetings. It is also how it all comes back together and within the community everyone is asking around. Do you know what to do in case of emergency? Did you know there are laws, certain laws that protect you? So that is a challenge we are facing now but fortunately people in the community are beginning to learn more about Lideres Campesinas. Through referencing as well like if we have members and they are able to talk about their participation within Lideres Campesinas to a family member or coworker that is already a way we can outreach to more individuals and have that Campesinas as well to be able to know that okay this is an organization, but I personally know this person. I know what they are doing, there outreach is valid, and they are not just simply trying to help the community because there have been instances where people were given wrong information or were tricked into situations that put them in danger so that is something that we are also working on. Do you want to continue your slights?

>> I had a question. For either of you as you were describing the. Some of the real risks given the political climate. Thinking about some of your public events. Talking about the organizing press conferences and we saw the examples about the marches and I wonder about the safety issues related to that. Whether it is safe for everyone to participate or are there ways you talk about that or steps you take to have it be something that people will feel safe participating in, in the public way.

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>> What I know, especially here in California is that if you are involved, typically you are engaged in a scenario like this or being part of a rally or march there are rights that you have. Immigration, I.C.E. cannot come and interfere. There are some states that also support that but there are many women, we don't call, we don't say a large percentage of our members are undocumented. We don't say that. We are not talking about that. We are talking about we want everybody to focus on certain things and the women one way or another, they try to find ways. They are very savvy in terms of how they feel and what gives them the strength to get involved and to do things that they are doing. For example, we learned since the beginning, there was a lot of pain. There was a lot of victimizing. Victimization of women in the workplace in many of the households but it was more about focusing on their strengths and resiliency. How could we work with that? Of course, they are very cautious. They are very cautious about, and they help each other and there are networks of them sharing with each other through text or through messengers and Facebook or whatever. To tell each other if immigration is around. They are helping each other by saying okay we know we have seen there is immigration, there is a truck we saw that they are stopping people and they know the kind of cars they use or the vehicles they use, and they are calling each other so there is a whole network they have built. So, a lot of this is something that is not really the majority of the time talked about, but it is very important. The women are very cautious how they do things and when they do things. By the time they are doing stuff, or they are putting things, or they are doing things and they put it on social media or whatever they are already gone from the area. So, they know how to connect but they connect. They might be doing an exhibit. They might say where they are, or they might not but the exhibit is live on Facebook. They can reach women, other women that might be interested and they might not know who they are, and we are able to connect

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with them. And we support them by doing the messaging and then in time connect them to the resources that exist wherever we find they are. It is very interesting how all of this is happening because yes, maybe us that could've been born in the United States we have legal permanent residency. We have the permit or visa, we might not even be understanding of what it is people are going through these kinds of situations in terms of not just crossing the border but the ordeal of having to put up with even being assaulted as you cross. And then being in hiding a lot. As they start learning they have rights, I don't know. There is something that happens with women as soon as they find that they have support. It is not that they depend on others, but it is kind of like what starts coming out. But it just gives you a lot of hope that the women are more interested in making sure there is change for them. For their families and their communities and their neighborhoods because that is a way to keep them safe also. The more that they connect with people, the more they are going to be supporting each other. Anything that happens, people who might not be Latino, they could be white or African-American, if they are organized, the women are good at doing that and they will end up building the local network and supporting each other. So, it is not just about us talking within farmworker women. It is how the women learn, the importance of opening the dialogue. Supporting each other and being out there so we don't feel we are alone. I hope this helps a little bit. So, may I talk about the national alliance or do people have questions?

>> I want to remind people that are listening if you have questions you can chat those into the Q&A box. We will be sure to bring them into the conversation. I am thinking as you are talking. What you were just describing reinforces why it is so important in these organizations to have it be by and for the people who are most affected. They are the ones who know what their needs are. They know what the risks are and as you said they are savvy about what to do about it. It is also

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making me think as you talk about the real dangers and the reality and the violence that you know sometimes, I feel like we have a notion of people who have been harmed that they are too traumatized to be able to get involved in organizing or to mobilize for change. Your framing and description of it was no they are not and one of the motivations for doing it is because it will ultimately, by building their power it will reduce the risk of that continuing to happen.

>> That is so true. It is interesting because I worked 10 years for legal services for an agency and throughout my time working there. It was about providing service. About giving people information. About getting them information about what we thought within the agency. What we thought the community needed. When we did the survey asking farmworker women it was a survey to talk about the needs and problems of farmworker women. When we did the survey, it was eye-opening for me because I thought I come from the community, it is my community and by then I was trying to go back to school. I felt like I was this and whatever. At the time I was doing that, we were doing the interviews and it was like let's document all of this. And I felt bad because in the beginning my thinking was okay let's get this information and document it and the whole thing and then I learned as I started interviewing the women because of them sharing their issues and the problems and then giving recommendations, the majority of the recommendations were not asking us from the services to come back and help them. It is not that they did not need that service it was they had an additional that we were not thinking as organizers or activists or advocates. We were thinking we know what they need because I am involved, and I know I have been there, and I have gone through what you have gone through but you're not in the position anymore. So, what really shook me, and I know that it shook many of the other interviewers is that the women were saying is there a way I can learn more about what's out there, so I can bring it to my family and maybe if there is an

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opportunity. Did not use the specific words but they were using words that resonated and told me the women are interested in getting together. The women are saying I want to learn from others. I want to make better decisions when I have more information. So, we thought okay if they are interested let's go in and see if women want to start coming. Yes, three or four started coming. Some of them I saw that were the women I interviewed personally and to this day there are two or three women since 1988 that started coming to the first meetings that are still involved 30 years later. It is about how the community has a lot more to tell us servants because as providing service we are servants to the community. We are getting paid to do the service for people. It is not about us serving them, but that I learned I had a chip on my shoulder thinking I knew what my community needed because I was part of that. Yes, I knew I went through that, but I was not in the same situation anymore and I was never undocumented. I was harassed and assaulted but never raped. I know how it hurts me and how I could not work the same way and I was always having nightmares and everything else, so I could only think that there has to be much more strength for women that have been hurt in many other ways that are not only survivors. There so much resiliency, there is so much that they have and can offer, and this is what we have found out within this farmworker women movement. Women are very smart, women are very capable, you know we are the ones as humans that have created and discriminated and built classes that just divide us. As soon as we start talking about that and not using these terms but talking and dialoguing about what is it that's going on? What is it that's hurting and what can we do together? It makes a lot of difference. Many of the people that are already participating in other organizations want to work with us because we are talking about women. And what is the violence against women and what are some of the issues that are going on that we validate the strengths. The strengths of the ones that help each

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other and we start validating each other. This is something, when you're doing work where everybody, we are so into doing what we need to do that at times we forget, there are many purposes, and everybody is trying to help each other. Here in the pictures that you see are women that are from the different organizations of Alianza. And our mission says Alianza, the Campesinas mission is to unify the struggle to promote farmworker women 's leadership in a national movement to create a broad disability and advocate for changes that ensure their human rights. The idea here is actually in the picture on the right. The women in the pink shirt sitting on the sofa was Helen. The woman in the black shirt on the very left had is one of her daughters. We are very close to the United Farm workers movement. We are very close with the people, the family because it resonates with what they are doing, we are doing. With time they started respecting how and why we do our work. All of these women are from different states. These kinds of meetings were to plan what we would be doing now and in the future. And of course, the upper left is one of the marches we went to. The first picture for the me to from before. Let me see where is it? Where is it? On the left-hand side it was the first March in 2017 that we went to. Very interesting, many of these women that were in hiding that some of us knew and we had been supporting in terms of supporting them came out during that March. It was very interesting. They went to the second March also. Of course, Daniella started talking about the bandanna project. This is a project that was initiated by Monica Ramirez. Who had been part of our membership and she worked during a time in the Southern poverty Law Center. They started this project and a bandanna is a representation of farmworker women. In the field, covering their faces to not only because of the sun the sun or the pesticides or the dust but it is also to hide. You don't always use the bandanna to hide yourself, you use big shirts so that your kind of like invisible and everything goes around. It is based on we want to be in hiding

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because we don't want to be harassed. The bandanna project is actually to raise awareness about what is sexual violence in the workplace. We do that a lot. These are some major images of the women. If you see the woman on the left-hand side, she has something wrapped around her waist. In the back it is a shirt where she is covering herself. So, when she bends her buttocks is not seen. Very interesting. If you do not wear that cover or you are not covering yourself, you're not covering your buttocks then you are being promiscuous. It is kind of like why do you have to cover yourself? Men bend also, they do that, and they don't have to cover so we are having those conversations. Other images here are showing how the women are doing different kinds of organizing in the different states.

They not only want to get involved specifically to do campaigns to change regulations or whatever, but they also are there to support victims of whatever disasters are happening. They are there to engage people to do the same. And in many words, there is a lot of impact when you're working as a group. Here you will see in April we had our second convening. The first was 2013 where the women decided from all of the organizations, we did not have much funds, but we worked with whoever knows about -- they invited us to be part of that. They went to visit us when we were in Washington DC in 2012 before the 2013 convening and she wanted us to be part of the rising. To talk about violence against women and girls. In February. So, we joined and the women, as we joined, we decided we also wanted to get buttons that talked about what is violence against women because we are already doing the work. February 14 was to engage men and women to talk about in what way women should be respected. Girls be respected. Train and educate boys to be good men. To be noble men and to respect each other. So that is all of that. What you see in the picture is a representation of women from the different organizations where we came the

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same way as 2013. We came back in 2018 to talk about issues and then start recommending what is it that would be our platform moving forward.

>> I'm going to move back to this slide because I think I recognize one of our ALC faculty.

>> Yes, one of the members. Yes. Yes.

>> Everybody on the call has met her at some point. I'm going to ask. You can move that stuff off the screen at the bottom. We still have some time. We had a question about -- you mentioned their roles in this, but can you define that or tell us more about that? For people that are not familiar?

>> There are men and women. This is the program that was brought from Mexico and Central America because in these countries sometimes in the years back and still now there was a lot of lack of health clinics and health. People did not do prevention because they did not know. There were no health clinics. So, the health clinics in the government tried to work with hospitals and health clinics to train people from the community so it could prepare them, so they could go out and give information about health issues. And how important it was to prevent. So, these people are promoting a different, whatever they are trying to educate on. The majority was on health issues. They are doing magnificent work. They do this for helping and my understanding is that some of them are also doing it for the crisis centers or healthcare centers. And agencies and organizations. With that many of these promotores are learning that we ask, as an entity we are talking about issues and doing advocacy in a way that they want to get engaged, because our movement is about the women being in charge and owning because promotores work with clinics or agencies, but they will have to find who can they work for. The ones that decide what's going to happen and what is it you will

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provide; the information are the ones that will pay them to do what they need to do. With us it is the women that decide what we are going to do and then they do the plan and retry to get the resources, so we can work it out. I do want to share that the state we are already representing are New York, Indiana, Florida. In the mid-Atlantic there is some area. Texas, New Mexico and California, Oregon, Arizona and Washington state. And then the organizations that are part of Alianza are the colonial development Council. Lideres Campesinas, the farmworker Association of Florida. Campesinas in Florida. The farmworker Justice Center and the worker justice center in New York. I mean, all of these different organizations are organizations that are very much getting in tune in terms of how we can support each other. They are part of this national network and pretty soon we will be inviting more organization groups that are working with farmworkers. And they are going to be focusing on or supporting women on gender issues and then they will be invited to be part of what our movement is. At the same time, we are very much interested in helping groups evolve. Before this webinar I was talking to some women from Idaho. They are very much interested in mobilizing and the same thing happened in other states. In Ohio that is another state. And New Jersey, there are other states in North Carolina and South Carolina. They are very much interested but right now we are building infrastructure and making sure by the time we invite people to join us we want to make sure we are very well prepared to have more organizations. We are doing a lot of advocacy in the area of what is worker protection standards? What is the pesticide issue? We are also very worried about what is happening with violence against women act. Because farmworkers are not part of the fair labor standards act, the only state is California where workers can organize, and they can have many benefits. Like many other industries, but in the majority of the other states there is no representation. They cannot organize, and it is very hard for them. Much easier

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for them to be exploited, it is hard for them to be out there. But you can see there is a lot of resiliency from the women from these other states.

>> I am also realizing. We have all of these advocates, 32 people on right now. So, part of what I am wondering is what it is we individually as advocates and also what our programs can do. Advocacy programs, what can they do to support these efforts? I know among the people on the call there are certainly people already connected in their communities to the farmworkers and farmworker organizing but for those who may not have a big farmworker community but want to support these efforts what do you suggest?

>> Well you know I have learned that throughout my years crisis centers or women's centers or shelters. They already have a good number of volunteers. That is how we started with volunteers. Women that were interested in an ultra-stick way to help others. So, they already have that, you don't have to convince people to help out. But because they are doing that it is a matter of what is it you want to do to support and wherever we are, we are already making relationships.

Here in California we have a lot of good relationships with crisis centers and women's shelters and other kinds of organizations. Even the department or the police department and sheriff's departments but it is because we have meetings and trainings and orientations. We have given them tools to really know how to work within the cultural context of our community. So, the women that are kind of like advocates or women that are doing any kind of service in the crisis centers or shelters or even legal assistance. They are supporting and coming to the meetings, to the women's meetings and giving their information about their services. But then trying to learn in terms of how is it that people want to get support? What is it that people really need? And what way can I get involved? One of the best ways to build trust is don't just say you live close by and you will

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go to one of their fiestas or whatever. Get engaged. Go to where people go and not only eat their food, get engaged in terms of what they are doing, and you will learn many things. You can get engaged in some of the activism they are doing then some of them can also help you with what you are doing. We decided to organize with women and if some of you are interested to join then give us a call. Let's connect. Maybe we can also learn a lot more from you and what you are doing. Because we spread the work.

>> One of the things you were describing is kind of this really deliberate decision to focus on organizing in these organizations. In some ways we explore this in the advocacy Learning Center about the movement to end violence against women has largely focused on services and many of the advocacy programs are focused on addressing the harm that results from violence against women. Whereas for you, certainly you could've done an approach that says pesticides are causing harm to farmworker women so let's address the harm. Let's help individual women harmed by pesticides. But you have taken the approach that says let's organize women to create change to create laws that will reduce the use of harmful pesticides. Those are two different options that you had.

>> Yes, and you know what, we are working with women in terms of here in California the women have, we were able to seek funding because we felt that many women were not going to the crisis centers or shelters and we wanted to understand. What happens to these women? So, what we did was we got funding. It was not easy. It took us like 10 years to get funding and when we got it, it was to also have advocates and do what others do. Let me tell you that in a certain area where there are centers and shelters, but the women are coming to us. I am saying this in a way where the advocates that we are training are the women with the membership that are farmworker women that just from the field

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like I was were invited to do work with legal services from the field directly. Not having any high school or anything like that. Some women have not had any high school, but we took them through getting the training. The 40 hours with the local chapter. The local crisis center and getting the state training and they became advocates so now we are working with someone statewide so that our advocates are also doing that. We felt it was important, but we do not want to go there that quick because we wanted to make sure that we focused not just on doing service.

It was more about how is it we are going to get it engaged? These women are getting engaged. The women we support and then the chapter takes them in and then they involve the women and it is part of their healing. As they support other women it is part of them feeling that understanding. The resiliency that they have. We work with that. It is not just that oh, come and treat them or anything like that. We work together. We have to learn a lot from each other. There might be ups and downs at sometimes, but it is always when you're doing the right thing we come back to the mission and focus. This is why Daniella with the mission of Lideres Campesinas and this is why I have the mission of Alianza because it brings us back in terms of why are we involved? What's the purpose? Why do we do what we do and in what way is my work or my efforts and my being around and doing this going to help me and going to help and support others? How am I listening? How am I encouraging and supporting others to do the same and do what we call leadership? I hope I answered your question because I talked a lot.

>> No, I wish we had a longer. We do only have a few more minutes and I wanted to ask both you and Daniella since we started by asking a little bit about what brought you into this I wondered if you could tell us what it has meant to you personally to be part of this movement?

>> You are asking Daniella?

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>> Each of you and you can choose who goes first.

>> I will give her a break. For me, personally you said what does this movement mean right?

>> Yes, what it has meant to you personally to be involved in this movement for change.

>> For me honestly it has been a very big inspiration. To be part of this movement. For the fact that like I said I get to work with an all women organization. When I started off as an intern, I was able to dialogue with the mobile chapter and now I am able to get to know everyone from all 12 chapters and listening to everyone's story and their resiliency throughout the years and how they continue to organize for me it has been such an inspiring movement. To see such people, the magnitude that they organize in and being able to come into this organization and be part of that and help to continue that growth. For me it has been an honor to be part of Lideres Campesinas. It is something that I treasure very deeply. Because I personally connect with a lot of the programs. A lot of the issues we work with to solve in our community I have went through myself or with my family. Family members and in my community, it is something I am passionate about as well. Like I mentioned earlier my background, I have a really big passion for mental health and talking about that within the Latin community because I am aware oftentimes it gets brushed under the rug. It is not validated or in our culture is seen as you are sick, and you will get over it eventually. So to see how Lideres Campesinas is able to tackle that taboo, it is something that fulfills me. And it fulfills me to know there is a lot of people that are actively trying to combat these issues in our community that plagued the community. And has a lot to do with intergenerational trauma as well and that is something that I research myself and is something I am passionate about. This

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movement means a lot to me personally as well as connecting it through my grandfather as I said. Unfortunately, he passed away before I was able to ask him any of these questions I had about his experience. Is brothers in law were part of the program but I began to be curious about this movement and asking about their work that they participate in in the program. They had a hard time telling me their stories and it was something they were not open to discussing and that was something that stayed with me. I was wondering about that and Bible they open up to me? Now I have learned that that is part of the culture of remaining silent. It is also mixed in with the machismo part of the culture and it is something that I aim to dismantle. So, this movement has opened up a lot of new ideas and a lot of I don't know how to conceptualize it. It has opened up a lot of ideas.

>> I think you illustrated it for us beautifully. Thank you, Daniella, for being gone and sharing your story. And your experiences. Mily, what about you as we close out? What has it meant for you to be part of this movement?

>> For me it gives me hope. For me, it is, I have been building more principles around this movement for me. I have learned how to validate and respect women more. And understand that there is a larger base that we can be part of. And it is something that I never in the past thought. Well, I only had a concept of I am a visionary. So, it's more about concepts but I never thought I was going to be able or we were going to together as many thousands of women that have been involved in this movement that we would be able to create so much change. We know, and we keep reminding ourselves that there is a lot more work to be done. So, I'm very hopeful. I'm very hopeful.

>> That's a beautiful way for us to close out today. Thank you so much. Thank you to you and Daniella for your work, for your organizing and for sharing it all with us today. We are so grateful for you taking the time and thank you to all of you in

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Class Q and Class R for being with us hearing the story of these movements. I hope we are taking away something that gives us all hope as well as ideas for how it is we are engaging our communities to create change. Class Q we will be back with you next week on the 24th for a strategy session and Class R we are not with you again, we will be back with you February 19. Thank you so much everyone. You will have an evaluation that pops up as you close out, we appreciate your feedback on today's session and again thank you so much to our speakers for being with us today. Have a great afternoon everyone. Goodbye now.

>> Thank you very much.

>> Thank you, have a good one. Take care.

>> [ Event concluded ]>>