



# Webinar Series “Key Considerations: Providing Crisis Services to African American Survivors of Crime”

Rosa Beltre - Bringing It All Together...

These reflection/discussion prompts may be used by individuals for self-work or for use in supervision and planning for ongoing training. They may also be used as part of a team or agency wide review and planning process.

## Chapter One: Restorative Justice

Note: For many viewing this webinar, Restorative Justice may be a new and unfamiliar concept. In this webinar, we only touch on what is involved in effective Restorative Justice. Other related, but different, concepts include Transformative Justice and Community Accountability. See the resources provided to learn more about these approaches.

### Question

Rosa raises questions including: “Are survivors getting what they need and healing? Are perpetrators really being held accountable for their actions?” What comes up for you from your experience in working with survivors when you think of these questions? What might change to better support all survivors if the answer to these questions for some survivors is “no”?

### Question

What are your fears and hopes when you start thinking about a Restorative Justice approach? How might these be the same or different from others within your agency? With your community partners?

### Question

Do you have next steps you plan to take going forward to learn more about restorative justice, transformative justice, and/or community accountability? Make a plan for how and when you will take these steps.

## Chapter Two: Tokenism

### Question

Examples of what tokenism may look like were provided – which of these have you seen at organizations you have worked for or with?

### Question

Some of this content may make us reconsider or question decisions or actions we have taken. It is natural to experience defensiveness as we think about this topic; we invite you to lean into an honest accounting of your experiences in which you may have participated or contributed toward tokenism of others. Where this may currently be an issue in your workplace are there steps you can take to bring attention to the problem and advocate for change?

## Chapter Three: Diversity, Equity and Inclusion

### Question

Rosa shares the quote “Advocating equality for an under-represented group does not automatically mean inequality for a dominant group.” Is this a topic that you have wrestled with yourself, or seen as an issue in your workplace and/or community? How comfortable are you with responding to someone who thinks differently about this than you? If this is an area of challenge for you, seek out resources to learn more.

### Question

Do you feel welcome and safe to bring “your full self” to work? Why or why not? How might that be the same or different for others in your workplace?

## Chapter Four: Organizational Culture

### Question

Reflect on your organization’s “culture.” What strengths exist in what you already do? Where can you make improvements so that every staff person, community member/partner, and survivor can see themselves at your agency without having to deny a part of themselves?

### Question

Rosa believes organizational change can happen. In the first step, she says that you should “start where you are, but don’t stay there.” Why is this an important step?

### Question

How is the approach of cultural humility different than cultural competence? Why is this important to improving your organizational culture?

### Question

Reflect on ways you think your organization could begin/continue the practices of:

- Defining/refining a multi-level commitment to diversity and facilitating the talents of women of color in your staffing and volunteer pool;
- Developing avenues to incorporate the voices of members from a particular cultural group/population into your planning, goal setting, work plan development, and administrative levels of your organization;
- Hiring talent and assigning tasks based on areas of expertise and passion, not on cultural or ethnic background, to fill in gaps in your outreach efforts;
- Recognizing and validating women of color’s different history with feminism and activism/advocacy;
- Allowing and honoring honest feedback at exit interviews about why women of color leave your agency so that you can learn and grow.

### Question

Rosa talks about “SMARTIE Objectives” – you may already be familiar with SMART Objectives, what is added here is to be “inclusive and equitable” – what changes when you include this frame in setting goals and objectives?