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# A Fusion of Movements

— Mission, Strategies, and Outcomes —

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Founder

I am an Organizational Accountability Facilitator with over a decade of experience in DVSA prevention and response. I founded Groundsheet in 2020 to support organizations as they expand their mission to be inclusive of social justice, with an emphasis on racial equity, and to create concrete action steps to work towards social change. I hold a Master of Public Health from Georgia State University. I am a firm believer that through collective work and responsibility a Beloved Community is possible.

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# Fusing Our Work

— The Benefits of Collective Work —  
and a Focus on Equity

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## Beyond Vietnam: A Time to Break the Silence

“...I would like to see the fervor of the civil-rights movement imbued into the peace movement to instill it with greater strength. And I believe everyone has a duty to be in both the civil-rights and peace movements.”

– Martin Luther King Jr., 1968

# Collective Work and Equity

- Defining Health Equity
  - Equity is not the same as equality.
  - Equity means resources are allocated to remove systemic barriers to health.
- Focusing on Racial Equity
  - Racism and anti-Blackness are built into the foundation of the USA.

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# Re-envisioning Your Mission

— Deliberate Inclusion of Racial  
Equity and Social Justice —

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# Do you have language about diversity, equity, and inclusion in your mission statement?

1. Yes. We have had it for several years.
2. Yes. We added it recently in response to current events.
3. No. We are adding those terms.
4. No. We do not know how those concepts fit into our mission.

# Values, Social Change Model, Accountability

- What do you seek to achieve? What is your social purpose?
- How will you address the problem you've identified?  
How does your work contribute to a larger narrative?
- To whom are you accountable? How do you track outcomes (not just outputs)?



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# Creating Concrete Action Steps

— Drafting a Solidarity Statement —  
Focused on Racial Justice

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# Steps for an Action-Oriented Solidarity Statement

1. Identify and name systemic oppressions
2. Take responsibility and/or make your organization responsible for contributing to a solution
3. Create specific action steps to repair harm
4. Envision the future and share how you will be accountable

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# Conclusion

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My Hope For You  
and  
Q&A

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## **Incite! : Critical Resistance Joint Statement**

“It is critical that we develop responses to gender violence that do not depend on a sexist, racist, classist, and homophobic criminal justice system.”

- Critical Resistance and Incite! Women of Color  
Against Violence

# Works Cited

Critical Resistance and Incite! (2003). Critical Resistance-Incite! Statement on Gender Violence And the Prison-Industrial Complex. *Social Justice*, 30(3 (93)), 141-150. Retrieved August 6, 2020, from [www.jstor.org/stable/29768215](http://www.jstor.org/stable/29768215)

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