



SILENCE IS NO LONGER GOLDEN

WHAT YOU TALKING BOUT WILL IS



Who We Are

▶ Tia Payne

- ▶ Executive Director Legacy 31
- ▶ Mother
- ▶ Advocate (In the field for 15 years)

▶ Julius Payne

- ▶ Program Coordinator (SRVSS center at KSU)
- ▶ Father
- ▶ Advocate (in the field for 5+ years)

The Three W's

▶ Why we need these conversations

- ▶ A SA occurs every 73 seconds
- ▶ 1.32 million cases of DV reported in 2018/2019

▶ Who needs your voice

- ▶ Only 230 out of every 1,000 sexual assaults are reported to police. That means about 3 out of 4 go unreported.
- ▶ Only 34% of people who are injured by intimate partners receive medical care for their injuries
- ▶ Only 18% of IPV survivors received support services in 2018

▶ Where do you have influence

Attendees will...

- ▶ Increase their knowledge of Cultural Humility and why its vital in discussions of SA and DV
- ▶ Be able to identify barriers to intervening in SA/DV conversations
- ▶ Self reflect on personal barriers and how they affect the work we do
- ▶ Be equipped with some tools and methods to overcoming barriers to intervening
- ▶ Process scenarios as a way to implement intervention despite possible barriers





Cultural Humility
Cultural Competency

Cultural Humility Defined

- ▶ The ability to maintain an interpersonal stance that is other-oriented (or open to other) in relation to aspects of cultural identity that are most important to the person
- ▶ Understanding and acknowledging that we are not completely versed in any particular culture (other than personally) and allowing that to guide how we interact and work with others.

Cultural Humility... Why its Vital

- ▶ Should help give us an open mind
- ▶ Opposes judgmental mindsets
- ▶ Promotes empathy
- ▶ Helps us identify our bias
- ▶ Promotes a level of understanding
- ▶ Should breed patience
- ▶ Should help us avoid “knowitallness”





Barriers

What's Holding us Back?

Three Types

- ▶ Personal Barriers
 - ▶ Personality
 - ▶ How we are raised
 - ▶ Fear
- ▶ Organizational Barriers
 - ▶ Lack of support
 - ▶ Who's doing the harm
- ▶ Relationship Barriers
 - ▶ Don't want to lose friends
 - ▶ Unspoken rules



Self Reflection

What barriers do you face?



Barriers and Beyond

Intervening despite the obstacles

An Overcoming Mindset

- ▶ Personal accountability
 - ▶ Yes, you have a responsibility to intervene
- ▶ Be creative/situations are unique
 - ▶ Different strokes for different folks
- ▶ Outside the box thinking/responding
 - ▶ There is no blueprint
- ▶ Recognize your own biases
 - ▶ We all have them

Tools to Use

- ▶ Think respect
- ▶ Examine the situation
- ▶ Be bold
- ▶ Think before you speak
- ▶ Three d's of intervening
 - ▶ Direct
 - ▶ Delegate
 - ▶ Distract

Scenario #1

- ▶ Watching the news with your family and there is a report about a young lady of a different ethnicity being raped by an individual she was on a date with. The report shows the young lady was wearing a short skirt and tank top with heels. As the report is going forward you hear a family member say, “what did she expect when she was dressed like that, you know how those people are”
 - ▶ What could be some barriers to intervening?
 - ▶ How would you intervene?
 - ▶ Is the intervention determined by who makes the comment?

Scenario #2

- ▶ Your best friend is married to your brother. She discloses to you that your brother has been abusive during the whole five years they have been married. She says this last time he told her that it's her obligation to have sex with him even when she doesn't want to. She said that because they are married she felt that he was right and so she had sex with him. She asks you to promise not to say anything to anyone.
 - ▶ What could be some barriers to intervening?
 - ▶ How would you intervene?

Scenario #3

- ▶ At a work function you notice your boss in a back hallway with their companion. Your boss is in the face of the companion and pointing their finger in the individuals face. Your boss steps closer and closer to the person as that person backs away and into the wall.
 - ▶ What could be a barrier to intervening?
 - ▶ How would you intervene?
 - ▶ Does the sex of the two make a difference?

A Call to Action

- ▶ Be proactive in setting the culture
- ▶ Make a post on social media
- ▶ Have a discussion with friends
- ▶ Check out a book/movie/documentary

