

**Teal Talk, S2:E5 – A Look into the Work of a State
Anti-Sexual Violence Coalition with Rosa Beltré of OAESV**

Taylr Ucker-Lauderman

Welcome to Teal Talk, a podcast brought to you by the Ohio Alliance to End Sexual Violence – that’s OAESV for short. We’re your hosts, Taylr

Laurie Hamame

and Laurie

Taylr Ucker-Lauderman

and each episode, we speak with professionals in the field to dive deep into the intersectional issues that affect survivors in Ohio.

Laurie Hamame

Before we begin, we want to give a content warning that we will be discussing sexual violence and other issues that may be upsetting and triggering. If you need help, please feel free to call our resource line at 888.886.8388 during regular business hours, or the Ohio Sexual Violence Helpline 24/7 at 844.644.6435. Please take care of yourself.

Hello, hello, and welcome to our fifth episode of Teal Talk. We have a whole hand now so that’s exciting! I’m just gonna give myself a little high five over here. My name is Laurie Hamame. I’m the Communications & Content Coordinator here at OAESV, and my co-host Taylr Ucker-Lauderman will be joining us a little bit later in this episode so definitely stay tuned to hear all the awesome questions that she has to ask and feedback she has to offer. We have something very special in store for you today. I am so elated to introduce – drum roll please – OAESV’s President & CEO, Rosa Beltré! So, today’s episode is going to be a feature on Rosa, including a discussion on her time here at OAESV, and the organization’s history, as well as a vision for the future. We’ll discuss what she’s accomplished in her time here, what she’s most proud of, and what it looks like to be CEO of a coalition. Rosa has a fully loaded, fully-loaded baked potato of a bio, so definitely buckle up and get ready to hear about all of Rosa’s amazing accomplishments. Okay, deep breath.

Rosa Beltré (she/her/ella) is the President & CEO of the Ohio Alliance to End Sexual Violence. Rosa first joined OAESV as the Advocacy and Training Director in July 2013, before serving as OAESV’s Interim Executive Director, and ultimately becoming Executive Director in June 2017. Under Rosa’s leadership, OAESV transitioned from its former shared office space to a standalone office in Independence, Ohio and improved its Columbus-based presence to provide conference and workspaces for eight full-time staff. OAESV has expanded from 3 employees to 21 under Rosa’s leadership, greatly increasing service capacity, presence, organizational, cultural, and community relations. Rosa uses her passion, extensive background, and experience to develop and sustain relationships with leaders in the field, as well as key stakeholders within the state, national level, and federal government. She has spent the last 17+ years training, cultivating community relations, providing development to organizations and communities focused on fair housing, child abuse, sexual assault, volunteerism, financial literacy, and church call-to-action. Rosa has served as the co-chair of the State of Ohio Anti-Oppression and Accountability Committee and currently serves as the co-chair of the Women of Color Caucus of the State of Ohio, the Sexual Assault Advisory Board of Ohio, and the Ohio Family Violence Prevention Advisory Council, amongst other statewide taskforces. Rosa is an ordained Minister of the Spanish Pentecostal Churches,

Vice President of International Women Ministry MDM, an author, and the Regional Social Service Director of her faith community. Rosa is a catalyst of change, who is action-driven and is passionate about power and gender-based violence, BIPOC empowerment, leadership, knowledge, enriching the lives of others, collaboration, accountability and provoking change.

Woo! Rosa, you are a force to be reckoned with! Welcome to our podcast.

Rosa Beltré

Thank you, Laurie. Thank you. What an honor to be amongst you and being part of this fifth Teal Talk. So, pleasure to be with you all.

Laurie Hamame

So, your bio tells us that you've been doing training and community relations work for over 17 years. Do you want to tell us a little bit more about your career thus far and what led you to OAESV?

Rosa Beltré

Definitely. So yes, I am an educator and a trainer by heart, everything I do, I do it with the lens of how can we impact change, and I think that that is through bringing people along through the journey of training. So, I actually was an education consultant for profit organizations. So I worked for banking all over the United States, helping individuals understand the dynamics of investment and 401k through training and technical assistance and home ownership and financial literacy, and then through the faith community as well. So being able to actually educate is part of my passion. And then coming to OAESV, I actually volunteered for a local rape crisis center. They sought me out, as I was working in workforce development to help them create the faith-based community, or engage better yet, with the faith-based community in the Cleveland/Cuyahoga County area, as well as opening their Latine program. So I was contracted through them to help them with that process for two and a half, three years. And actually, even now, if you call that local rape crisis center, the voice that you hear in Spanish is mine, and all of the Spanish translation as well, which is funny. And in that process, I met the previous executive director of the Alliance because it was a hub in the same location. And we worked well together with some of the initiatives. And I remember Katie, said oh, I need somebody to help us, would you mind? and I'm like, oh, I could probably volunteer. So it became as a volunteer process and then part time, and from part time, it became my full time job, and understanding that I also worked with gender-based violence overseas. So I was very passionate about the real work as a whole, but understanding the dynamics of the Coalition – that it's how it came about.

Laurie Hamame

Wow, it's wild to hear you started in banking, but I feel like it makes so much sense because the financial stability of our organization is on point.

Rosa Beltré

Thank you. Yeah, some people are like, "Oh." Well, yeah, I'm like, I'm not a social worker. I don't have a social worker background. My thing is finance and banking. And that also was my minor. So yes, very interesting, but very connected with what economic empowerment does. And also, even as vice president, I became the Vice President of Operations for one of the local banks here, and in order for a new branch to be open, we had to do the assessment to ensure that there was no red tape and access what they do for community engagement. So always very connected with the needs of the community and eliminating those barriers. But knowing that even as a nonprofit, we have to be very intentional about how we're managing the finances.

Laurie Hamame

Yeah, I don't come from a social work background either. But you know, as long as the passion is there, the work finds you, the people find you.

Rosa Beltré

It does, it does.

Laurie Hamame

So our Vice President of OAESV, Shandra Ingram, recently described you as, “dedicated, fearless, caring, servant, leader, strategic, selfless and an advocate.” What makes you passionate about this work?

Rosa Beltré

You know, the word passion, for me, has to come also align with being a do-er. And sometimes you could be passionate about something and have no follow through, right? And it's just there. But the reality is that the passion comes from being a womanist as a whole, not a feminist, but a womanist, which encompasses a little bit more than just the feminist movement and rights, but the understanding of elevating all of women's voices all around the country, as well as overseas. The passion also comes from survivorship, whether it's primary or secondary. And also, I want to be able to be in this movement to ensure that the future generations don't necessarily have to go through the things that we have had to navigate. So that's the drive and the passion. And that's where it comes from.

Laurie Hamame

Yeah, that's really beautiful. I think that we're all hoping that we can leave this world better than the way we found it.

Rosa Beltré

Yes.

Laurie Hamame

In the time that you've been at OAESV, what have been some of the biggest changes or transitions that have happened? I imagine in 17+ years, a lot has changed.

Rosa Beltré

There's a lot actually. I just celebrated 10 years with OAESV.

Laurie Hamame

Woohoo!

Rosa Beltré

Right? I'm like, 10 years, that's a long time, but just seeing our growth and our sustainability but also seeing the way in which we have been very intentional with all of the people that have passed through OAESV. As a staff, their contributions to the movement, to the growth of this organization, as well as the current people that are within our organization; the ability to create a space that is more than an incubator of knowledge, but also of love, of growth, of compassion, innovation, empowerment, of elevating other people. Those are part of things. The other things that I have seen within the process of our growth and my leadership at OAESV is the funding sustainability, right? How we started with \$150,000 at the state level, with a line item for 23 rape crisis centers at that time, still 88 counties – to

now in 2023, 15 million a year and 35 rape crisis centers, that we have actually have engaged and being able to be very intentional with the Core Standards, that programs to have accessibility to funding, that legislators recognize and understand that they need to put dollars within their communities to support survivors. I've seen also within our leadership, things that I am very proud of, is also bringing us together, right? What is the role of the coalition? There's been a lot of transitions, there's been a lot of changes, we own a lot of historical and organizational trauma, which we inherited. And being able to navigate in those spaces, but then at the same time, own it, apologize, and then being a connector and people being able to come to us. The ability that we have had as an organization to earn people's trust, the transparency in communication, getting people engaged and involved in the movement and with the work, being a part of this collective and wanting to do this work. The ability that we have had to also transcend, right? That we recognize that there is power and strength in the collective, that that is not a slogan, or catchphrase for any particular year. But that we actually do believe that we're not Island, that it takes an entire village and entire community, and that we have to stop working in silos, that we all need of each other, even if we don't see eye to eye, right? That we can agree to disagree, that we are present at the table, that we have a respected voice at the table, that we are invited at the tables, and that we're able to have some difficult conversations with some of our community partners in reference to some of the ways that they do the work or are doing the work that might continue to be oppressive and abusive, but without dehumanizing those that we work with, but just how can we come as a collective to ensure that we continue to support survivors but also our mission and our work? The work of the Alliance in Ohio has been recognized nationally in the way that we have worked, that we have grown, that we continue to work in our innovation and our processes. So we are considered a best practice model of a coalition. And that brings me great joy.

Laurie Hamame

That's really awesome. I heard you mentioned a few times rebuilding trust for meaning transparent, repairing broken bridges. And when you're thinking about working with people across the entire state of Ohio, you know, and not wanting to work in silos, but we're physically distanced from each other. So trying to navigate feeling close, but being physically distant is an interesting hurdle to tackle.

Rosa Beltré

It is, it is. It's being intentional, right? So you know, recognizing also that not everybody, even from a technology perspective and working statewide, that not everybody has a camera and that even means our partners, like other coalitions, other statewide agencies, they may not have a camera. So when you're asking people, 'Can you put your cameras' right? Or how can we connect? Being very intentional in even your icebreakers. How are you engaging in difficult conversations so that it's not all business, that you can get to know the individual? And also recognizing that in the midst of all being scattered. Can you truly make space to catch coffee or tea with somebody, right, when they are in town, or when you are in their neck of the woods? Being intentional about sending an email so it's not a reply all but just a 'how are you doing?' Or 'I heard that this was happening, how can we be supportive?' so that when you're meeting with those, it's not just transactional, but you could actually be a human face. And I think that that is critical and very important, especially when you're working in Ohio, and remote.

Laurie Hamame

Yeah. And I think it's especially important in this work, sexual violence work, but also in the nonprofit world, because we do operate in similar ways as for-profit organizations. In a capitalistic society, we have to, but in other ways, you know, we don't want everything to feel transactional and individualistic, I guess. I feel like it's very easy to feel like you're the only person doing something, especially when

you're working remotely or not interacting with your co-workers on a day-to-day basis. So I appreciate you recognizing that and working to close those silos.

Rosa Beltré

Thank you.

Laurie Hamame

So you mentioned a few things that you feel proud of accomplishing, such as increasing the state line item from \$150,000, a year to now over \$15 million, and intentionally supporting not only women of color in this field, but people of many identities that are often marginalized in this work. I'd love to know what else it is that you're proud of.

Rosa Beltré

Sometimes in this field, it feels like you're boasting, right? And it's like, oh, your ego. But this is hard work and heart work, right, and intentional, you have to be very intentional. Things that I am proud of, within my leadership here at the Coalition, I've seen the visibility and the growth of women of color in a leadership position. That is phenomenal, right? Even if we look at the stats, a lot of the woman that lead not only coalition, but local rape crisis centers, or DV centers are white feminists, right? And that was the case in Ohio and in our programs. Now we have four women of color that are rape crisis center directors or program managers. That is still not enough, but that is part of the work, right? And what it means and being able to have that visibility and elevating. So I am very proud of that. I am proud of the laws that we have passed and advocated for and one of those is Erin's Law, the expansion of the Statue of Limitation in Ohio, which we were limited and now we have one that is a little bit more expansive than others. And we are still moving forward with a complete elimination or another expansion. So that is something in the works that we're looking for and recognizing that. We also were able to get the cameras for law enforcement and what that means and the recording that was passed through our leadership as well. The growth of the Woman of Color Caucus when I was co-chair. In reference to that participation, we had 20-25 women participating; we now have over 125 women of color in the gender-based violence movement that are part of the Women of Color Caucus Ohio movement and that is phenomenal. Also I am proud of the growth from 25 accredited rape crisis programs to 35 and coverage 77 counties. That is also something that I am very proud of. Our training and technical assistance program and the growth in our LMS programs and recognizing that we are a training and technical assistance organization and federally-designated – that is something that I am also very proud of. The growth, from a coalition perspective, our funding stream and our sustainability. We have over five federal grants through OVW, which is phenomenal. And we also have the only housing federal funding in the nation as the sexual assault coalition. So we're very proud of that. We've also been able to have an LAV fund for two cycles. And that allows us to have legal representation for survivors of sexual violence and Title IX as well as educating other attorneys, especially in rural areas, of working with survivors of sexual violence. So that's to mention a few. The fact that again, growing from three staff that were doing the work to now, we're 21. And we're going to be growing again very soon, but growing with intentionality. And that is one of the things right, I always say, within our leadership team and our growth and even to the board, right? Some might see the growth too quickly. And we're actually one of the largest coalitions in reference to staff, which is surprising, not in budget, but actually in man power and for us to be 21 is phenomenal. That is also about intentionality. And when we are diversifying our funding, to ensure that we're not hiring just for that grant, right, that it's not seasonal, that it's not just for that cycle, that behind every data point that there's a human being, and that we're hiring for sustainability. If this fund goes away, how can that person maintain their job, so that there is the ability and growth and security in distinctively a VOCA cut. So those are things that I'm very proud. I'm very

proud, also, of being part of the national board. That's for me individually, right. So there are only 10 of us from a coalition perspective and national that are part of the national board, sexual violence, and it is an honor to actually be a part and being able to bring our coalition's together and visualize what does coalition building actually mean for this movement. So that is an honor to have been nominated and invited, and now serving, going on to my full one year within that board. Being part of the sexual assault track kits, the like, that was us in Ohio, and that is phenomena. Also just again, nominations and participation, and many of the statewide task force that are by invitation only, and that is the Family Violence Prevention. That is being co-chair of the Sexual Assault Advisory Board, that is being part of the Human Trafficking Task Force, which are all, again, by invitation as well as nomination. So the recognition of us being experts in the matters of sexual violence and that our voice is being heard and creating those spaces at the table are great. And also something that I am very proud of, again, is that even though we inherited a lot of junk, because that's also part of the work, right? You inherited it, how do you move through that? How do you own it, even if it's not yours? I didn't create it. I was not even close to it, but you own it right? And then how can you mend those relationships? And how can you build from that even in the midst of that? How can you have the continual support, trust, and building a community of practice that is engaged. I am very, very, very proud of that as well as when I see a sibling coalition in need, how can we invisibly be that conduit of: they need funding, they need support, they need a training contract so that they could keep afloat. And then we can advocate, also, for others, without necessarily anybody knowing about it. That for me, for us, is also part of the work and the legacy of how to do this work and lead with intentionality and a collaborative and servant mindset that it's not about us. It's about all of us, right? And it's not about me. So those are things that I'm very proud of.

Laurie Hamame

See, Ohio has a lot going on. We're not just corn over here!

Rosa Beltré

We are not just corn.

Laurie Hamame

Yes, thank you for sharing all of that, that is so much to be proud of. And I'm impressed that you can even remember all of that. We have our co-host Taylr Ucker-Lauderman with us.

Taylr Ucker-Lauderman

Hi, everyone.

Rosa Beltré

Hi Taylr.

Laurie Hamame

Yeah, Taylr, we were just about to kind of shift and talk about how the work of a coalition is different than a rape crisis center. So if you want to give us a little segue into that, that'd be awesome.

Taylr Ucker-Lauderman

Yeah, so glad to join. Hello! Rosa, I love hearing you talk about this work. And so I'm just glad for episode five, we can allow our audiences to hear a bit of that too. So really glad to be here and have you be our guest.

Rosa Beltré

It's a pleasure to be here. Thank you.

Taylr Ucker-Lauderman

Rosa, I know you talked about this a lot. You even just mentioned a little bit about what does it really mean to do coalition building. So we know the work of a state anti-sexual violence coalition is different than the work of a local rape crisis center. This really also means the work of the leadership of the coalition is different, too. So what would you want our audience to know about the role of a CEO at a coalition and about coalition work in general?

Rosa Beltré

Thanks. Thank you. What a great question. And actually, even for Ohio that looks unique and different than others, because Ohio is one of 11 states that has a separate coalition for everything. Very different than other states, even in states that have dual or tri coalitions for human trafficking, DV, and SV that they're one in. Many years ago, we decided that that was not the model that we wanted to follow, that we recognize that there were different needs, and while there were many aspects in which we intersected, that the funding streams were different, that the trainings needed to be different. So, we operate in the mindset of recognizing that while things intersect, and we could still collaborate, there are very distinct operations, there are very distinct traumas, and ways of servicing Core Standards for survivors of sexual violence. And we're unique in that manner – that while we are not a local rape crisis center, we still provide stop and gap services from a coalition perspective, which is also very unique and makes it sometimes difficult to navigate in some spaces. And what that actually means for us is that in locations or counties that there is not a local rape crisis center within a 30-mile radius, that the coalition is able to provide some type of support, direct service support, – that can be legal advocacy, legal accompaniment, legal representation. We also know that Ohio, as unique as it is, we've also had had some very high-profile cases. That also entails not only training the local rape crisis centers to actually deal with international and national press on those high-profile cases, but us stepping in as a coalition to be able to support because the local rape crisis center don't have, sometimes, capacity to handle those. So much more than just training them, then we take over we take over the case, recognizing that we have a legal service or arm that is more than just panel attorneys for survivors all around the state. But then we also work with the Higher Department of Education and that might mean, from a legal perspective, if we need to go ahead and represent a survivor in campus while also working with the advocates as well as Title IX Coordinators. So that duality and that changes but what some people don't understand from a coalition perspective that this is macro level work, right? And when we refer to macro, we mean that we are forecasting, as well as the umbrella for all of the local rape crisis centers, and we are a member-based agency, right? So our primary audience is not the survivor. And some people tend to forget that. We are here to equip, to support those that are doing the work. We are their trainers, we are also the bridge, we are doing public policy work and educating our legislators, which the local rape crisis centers don't have the capacity for. We are the ones creating trainings to ensure that our advocates, our preventionists, our social workers, and our counselors have all of the trainings that they actually need to deal with the nuances that might come about in working with survivors. We are looking for funding so that – an example right now, something that we're also proud of, is the housing grants, right? That again, housing was not an issue that was ever considered for survivors of sexual violence at all. Yes, for DV, yes for human trafficking, but again, because of all of the stigma surrounded with sexual assault, sexual violence, or that it wasn't necessarily acute, that you didn't need an exit plan, right? Why would they need housing? And for us to be able not only to provide transitional housing, but we also have a housing grant, so we can actually support six months or more of rent for a survivor and their family while they get back on their feet. And that is huge. But recognizing those needs, right? So

from a coalition perspective is what are the needs in our states, right? And it's more than the surveys. It's what are the true needs? And how is it that even us being Ohio, one of the first states experiencing the VOCA cuts that we were able to support our local rape crisis programs so that they would not lose all of the funding, that they would be able to continue to be afloat to provide the services? That's coalition work, right? The same as incorporating in the midst of COVID. Nobody was prepared. What is COVID? A pandemic that had never occurred in 100 years, nobody was trained for that. But what did that mean? That meant shifting and educating our programs about providing advocacy, telehealth, tele-advocacy virtually. That meant, how can we advocate for them so that they would have the equipment, not only at the hospital, but in their centers to be able to close and still provide remote services from home? Those are the things the coalition does that some people don't understand. It also means when we're raising funds, right, like, I cannot do just a fundraiser in Cleveland and Columbus, because that would mean that we might be tagging on or tampering with the source of funding and fundraising and fund development for the local rape crisis centers in that area. So when we are actually asking for funding, it is not for salaries or programmatic, right? It's like, how can the funding that we actually receive support all of the crisis center and at the same time does not hinder the relationships that our local rape crisis centers have in doing their actual work? How can we empower the local rape crisis centers to go ahead and take on an interview with the press? That is coalition work. How do we work with the boards to help them understand what are the needs? How do we help the executive director of a local rape crisis center advocate for their funding for their growth for their programmatic? How, from a coalition perspective, do we hold them accountable to the Core Standards, which is, again, the roadmap of what a local rape crisis center should have? How do we create those and how do we ensure that as they're doing their work, that they're not hurting survivors? That's coalition building work. How do we also navigate to the political climate in which we are in and recognizing that this is a bipartisan, that there are so many triggers, laws, bills that affect our communities. And our community is our advocates, right? How do we create sustainable programming that also encompass trauma-informed care? And then in the midst of all of that, how do we as a coalition model what it is that we're asking our local rape crisis centers to do, to create, to build? That is coalition work. So creating new materials, creating trainings, serving our members, updating that map, collecting data, again, at a macro level, so that we are able not just to spew information, but to be very consistent and not having to rely on old data or asking other national organizations for data that belongs to Ohio. How are you up to date, also from a coalition work and the executive director, on political views and also things that affect the entire state, not only the three C's (Cleveland, Columbus, Cincinnati), right? So that is coalition work. How do you meet with the local rape crisis center's directors and also incubate a space for them to feel safe and not attacked by some of the situations that might be happening from an organizational perspective that sometimes advocates and preventionists that are doing the work might not understand where it is that they're coming from? When we are tied, right, with issues about reproductive rights as well as trans bills? How do we not necessarily soften the message, but understand that we are walking on eggshells, and that a lot of our funding is tied to some of these bills? And how is it that you could still be true to the movement to survivors, to the people that are your member base while not hindering the funding right? And having difficult conversations about how do we navigate these spaces the same? While we're not a social justice agency, we are a sexual assault agency within the movement, recognizing that from a humanist perspective, all of these things intersect and are important. So how do you have those difficult conversations and fight the good fight every day? So that is what an ED (executive director) does more than just sign paperwork. But you know, sometimes people don't understand. And it's building relationships across the board. Yesterday, we were at a Family Violence Prevention Retreat, and that is a statewide organization led by OCJS, which is our Office of Public Safety. And the majority within the room are not nonprofit organization, our statewide-appointed directors, so what does it mean to work within the confines of systems, while you're serving people and recognizing that some of the system

structures have hurt the people that we are here to serve as public officials, while we are public officials in a nonprofit? And what does it mean to work in those confines and have honest conversations? And what does the work look like moving forward? Like we've worked with them for the last 25 years. So from a coalition perspective, recognizing and honoring the spaces that you're in, and then knowing again, what fights to pick, how to pick those fights, and what does it actually mean? Again, that it's not about Rosa's beliefs, because I have my own sets of values and beliefs. What are my non-negotiables? But then recognizing that I am in that space representing 35 rape crisis programs, of which 40% are rural that have different way of being and thinking, that there's a heavy reliance of more than 92% in each of our programs on the fundings that are systems-based. We have as activists and advocates have this verbiage about dismantling systems. The systems pay us. We still have to work within the systems. So changing that narrative, especially when we want to work in the intersections and understanding that we're working with a multidisciplinary lens, and that everybody has a space at the table and that when we're honoring survivors, that also means that many of our survivors still want to work within the systems and they want justice through the system. We also have to elevate those voices. So yeah, it's a lot of work, and at the same time, it also means is working with boards, right? And understanding the dynamics of the board. And the boards are your bosses and navigating that as well, because they might have a different interpretation about what the work can be in look at here in Ohio. We always have to go back and be like 'yeah, there's a human trafficking coalition, and we're just here to talk about sex trafficking. That is our expertise, but that's not our lane.' Or recognizing here in Ohio, that the coalition is not a pass-through agency, that we have decided that that was not the relationship that we wanted to have with our member-based agencies, that we want to be a training and technical assistance provider for them, that we wanted to have conversations that were not tied to funding because that looks different and punitive. But what we wanted was to equip them to be better, right, so we're not here competing with our member-based agencies through funding. We are here to go ahead and create a different way of navigating through funding and we would apply for funds so that we could alleviate for them some of the burden of those fundings that they would have accessibility to. Also our relationship with them. When we go in, we're not looking at your books, we're looking at your services, right? But it's about that human encounter, in also the recognition from a coalition perspective, that we don't always have it together. People make mistakes. And when we're entering in the spaces, that we always assume the best intent, and that as humans, we're not 100% perfect. So how can you lead and receive grace? And how can you, hold others accountable – but accountability with love, so that it actually will generate change, and not exclude people from actually doing this hard work? – so that people can come and say, 'yeah, I really don't know how to do that', or 'I don't think that we're ready. Can you guys help me?' That takes vulnerability, right? And that's hard to recognize, from any level, especially from professionals to come to a coalition or to come to any of us and say, 'Yeah, I'm struggling, like, I don't know how to write that narrative for a grant, or I don't have capacity for x, y, z. How can you guys help us with that?' Or 'we have 10 new advocates, because we've had a very high turnover', or 'we're burned out? Can you guys help?' That takes a lot, so that you're not judged, so that you're not penalized. And that is the relationship that this coalition has with our member-based agencies.

Siri:

I'm not sure I understand.

Rosa Beltré

And that is what is different from our local rape crisis programs, right, that they are dealing with the day-to-day of what survivors need. What are some of the barriers that they're eliminating, from the day to day about why people are not coming to a group, right, or they're not participating in x,y,z, or didn't come to counseling? And we are looking at it at the macro level, right. So how can we eliminate barriers

so that the programs actually have the support and are able to access housing, economic empowerment, trainings, and funding so that they are able to go ahead and do their jobs, and at the same time advocating, and recognizing that more than 94% of the people that do this job and are in this field are survivors themselves. So how do we equip our member-based agencies to also curate space where advocates, preventionists, counselors, and admin staff are showing up with their vicarious traumas? Yeah, that's coalition work.

Laurie Hamame

I have so many things I want to address. But the first thing I have to do is make a joke about is Siri saying, 'I'm not sure I understand.' Because that's what people say, when I say I work at the sexual violence coalition. 'I'm not sure I understand.' And I'm like, do you really want to know what I do? Buckle up because it's gonna take me 40 minutes.

Rosa Beltré

I know, right? That was it was supposed to be a one-minute answer. But I feel like I can't answer that in a minute.

Taylr Ucker-Lauderman

No, because it's such a delicate dance. There's so many layers. It's complicated, very complicated, and not only are we not perfect, but we have to do things in ways that other people may not understand or it may not be the way that they need to do it, as either an individual or the type of organization that they have, or even the coalition that they have in our state, or a similar coalition in another state. Like, we have our own unique stuff going on. I'm sure there's so much more that could even be said, so calm down, Siri, we're trying to explain.

Rosa Beltré

Yes. Siri, please. I'm like Siri, okay, I won't put my hand on my face. 'I don't understand that.'

Laurie Hamame

If the work that the coalition does, like if we no longer exist, and all of that responsibility was on local programs, on top of everything they're doing, the burnout would be higher survivors would be not getting full services, they'd be getting harmed. And I just feel like the progress we've made in this work would be at a snail's pace. And I think it's really special that we can say, you know, we have your back. This work is already really hard, and doing micro level work when you're facing vicarious trauma all the time and burnout and then saying, you know, who can I turn to? Not many companies, I feel, can say, we have an entire coalition behind us to support us and make sure that we're doing this work to the best of our abilities. So go us!

Rosa Beltré

Right. And that is not only coalition building work, that is movement building, this is a movement, right? And having that support, even for us, for staff of the coalition, we have the support of other coalition's that are doing the work. So it's not siloed. And while we're not moving at the speed that we want, because it's not a train and Rome was not built in a day, there is movement, a lot of movement, a lot of growth, a lot of building a lot of hugging, and a lot of uncomfortable spaces to navigate, and a lot of shifting, because it's not what it was 50 years ago, right? And how can you in the midst of all of that, continue to be fluid, while still recognizing that each state also has different layers to navigate in itself? So it would be a disservice to many here in Ohio to compare us to other coalition's other movements in other more progressive states. So no, we're pretty awesome and go us! Like we were the first coalition

that did a virtual conference. Okay, the first coalition. We did not cancel conference, we move forward in the midst of COVID. We were the first coalition to tackle that. Go Ohio, okay, boom! Boom, period. Okay, and we did not hire a third party and pay thousands of dollars. You guys rocked that, right? We mailed stuff and trinkets and Ohio did that. And from that all of the other coalition's went ahead and followed through. We were one of the first one to do hybrid, not only hybrid trainings, but like our staff also, like we've always had hybrid or telework. So when COVID hid, we all had ways of connecting, we had cell phones, we had our tablets or our laptops, so we could have worked from home for the time being. So when I talk about innovation, it's not like 'oh', we were there. We're really there. So go Ohio, right. And that's some of the things that I would like our audience to know. While Ohio has a lot of stuff that we are constantly on the news bad for, there are so many things that we could be proud of about being the first, also, from a movement-building, a gender-based violence movement, building perspective, right? And those are things that we have to honor. Some of the worst things that we can do as individuals and as a collective is comparing ourselves to others, right? You have to compare yourself to you, like you should be trying to do things so that you as a human, as a person can be better every day, not in comparison to. Because the dynamics of every other state is completely different. Right? And it's in the midst of all of the layers and complexity that Ohio has. How have we been able to continue to be afloat, to be progressive to do great work, right? Like, our communication is also like, whoa, that is something that I'm always proud of, like we're on point.

Taylr Ucker-Lauderman

Toot toot.

Rosa Beltré

Like, on all our social media streams. Yes! Toot those horns. The ability of the coalition to maintain and sustain a communication's division. While it's a lot of work and people don't understand that, a lot of coalition's don't have that, a lot of local rape crisis centers don't have the capacity to do that. Our SAAM kit, the things that we put forward are of quality, right? They might not be as often as people want but we put out some phenomenal stuff. Our position statements, of having a voice on the issues that affect oh my god, oh, yes, on point, even if it costs me my head, but yes. And intentional, right. So those are some of the fights and things that we can all be very proud of.

Laurie Hamame

So we've talked about the past, we've talked about the present, I would love to hear – rubbing my hands maniacally – I would love to you're most looking forward to in the future with this coalition.

Rosa Beltré

Wow. I'm very ambitious.

Laurie Hamame

Yes.

Rosa Beltré

I am and I am also very competitive, if people don't know that. And I think that's part of my personality traits, but not in a way of outshining others. But for the future, I'm just gonna keep it short. Being sustainable, continuing to lead with transparency. I am looking forward to us expanding or being able to help our local programs expand to the other 11 counties that we don't have a local rape crisis center within a 30-mile radius. I am looking forward to a sustainable SANE, which is Sexual Assault Nurse Examiners in the state of Ohio. There's a very high turnover. Not every emergency hospital is providing

true SANE care and are turning away survivors. So I am looking forward for our over 300 clinics and hospitals to understand the need for SANE, that we stop this tug-of-war for funding when they are also managing and operating as corporations with a lot of money. I am looking forward for us to have stability in VOCA as a state. I am looking forward to that bucket of funding increasing because it was created for victims of crime, and we need that funding, that bucket to go back up. I am looking forward... to be honest, we still have some growth to do and growth comes with pain. And I'm looking for additional support and growth and looking for stability and sustainability. I am also looking forward for us to continue to model leading with transparency, with accountability with love, with an anti-oppressive lens and what does that mean, and that our sibling coalitions can meet us truly halfway and not be performative. So that when we are actually coming out and putting out a statement and talking about issues, whether it is about race, or identities or gender, or DEI and belonging, that we are not the only one smacked and hit, but that we as a collective, as a state are able to actually be unapologetic about the way that we are showing up for survivors of crimes. I am also looking forward for people to stop taking credit for our work. Yeah, I'm looking forward to that. Maybe that has to do a little bit more with us being boastful and taking our accolades and our flowers now, right? Like our flowers... now, and not wait for other people to come and say that they're doing x,y,z stuff and then people are like 'Oh!' No, the coalition, OAESV did this and has been doing this even though we haven't been in the spotlight. I am looking forward, from a coalition perspective, for us to have more unrestricted funding, so that we could do some of the work that is not tied to grants, so that we can continue to be innovative, that we could continue to push forward. And that would mean not having such a high reliance on federal and state funding, if we want to truly be cutting edge and innovative, or, again, there's an and/or right, it doesn't have to be, in lieu of that. There are things that could be simultaneous. While we're doing this from a deliverable-based perspective and honoring our grants, this is still important, and funding this aisle with unrestricted funding would be important. So that is what I'm looking for. I am looking forward also to more donors and people engaged in this movement of ending sexual violence in this generation without ties, without necessarily being those that are member-based agencies, right? So I need foundation money, I need an individual donor, I need to be in somebody's will, I need other forms of endowment. So again, that we could have this – and here's my hopeless romantic, I would love for us to actually own a building, our building so that we don't have to pay rent at any of our locations, and that OAESV would have its own paid-off office.

Laurie Hamame

on the Cleveland skyline.

Rosa Beltré

Right, everybody will have a window! Inside joke. I would love for us to own a couple of houses or units so that we can also provide housing for a lot of our survivors all around the state. Some may look at it, and think, 'Oh, that's capitalist.' No, no, that is envisioning what this work can look like without being tied to grants. And I'm also looking forward to succession planning and retiring someday and leaving this organization to somebody that will continue forward with the vision and bring their own because I also believe that nobody is eternal, right, and that we have to create spaces for others to go ahead and grow, and for us to continue to be that stepping stone for advocates. That people want to work here, people want to stay here and creating, in between opportunities, for the staff that we have to grow, and for others that want to join us to be part of the coalition building, as well.

Taylr Ucker-Lauderman

That's beautiful. I love it. You mentioned a couple of things here and there, but specifically, if you had to choose one or two things to ask of our audience, what would you like for them to do to take action.

Rosa Beltré

Be part, be part of this movement. Go to our website, www.oaesv.org. And be a member. I would ask you if there is an organization that you would like to donate to, to put us on your primary list, that more than 88 cents on every dollar that you give to the coalition goes back to programming. That is high, that is phenomenal, right? Which means that it's not going to our salaries, that it's going right back to the communities that we serve. That you get educated, that you change your language, that you recognize that nobody is exempt from sexual violence, that nobody deserves to be raped. That you have to care not because it could happen to you, but because this is an ailment that is affecting our community, and that it takes all of us to ensure that it doesn't happen to your loved one, right? That you stop the jokes, that you stop the judgment, that you elevate the voices of survivors, that we eliminate the victim-blaming mentality that we have. That is the call to action. That we don't consume and get involved in the layers of sports and alcohol and businesses that continue to perpetrate violence in the way that they actually do. That we don't endorse and support politicians and bills and laws that continue violence, that rape and continue to have positions of power. That we stop putting red tape and roadblocks to survivors, that if you are a lender, that if you are a homeowner that you are more sensitive to the needs of marginalized populations and understand those dynamics. That you stop judging people by what they wear, where they're at, who they're with, that you stop thinking that people deserve. Nobody deserves to be raped, nobody deserves to be assaulted. Nobody deserves to have their autonomy removed, taken away. That people understand what consent truly is, to exercise that. That we come together and eliminate the loophole in Ohio, that it doesn't matter if I am married that hey, no, it's not that I have vengeance. But understanding that that loophole is a gag order, right. And that just because I'm married to you doesn't mean that my body belongs to you, and that I could be raped by you every time that you come to our space at any particular time. So there's a lot of call to actions, right. So just get involved, get educated, be part of the solution and not have the problem. And if you don't know how reach out; we can show you how. With your money, with your voice, with your power, with your presence. We can show you how to get involved. And that when you give to us, when you engage with us, you're not giving just to one program. We are distributing the wealth, the knowledge, the growth, the empowerment all around the state.

Laurie Hamame

I like my coalition Executive Directors the way I like my coffee – bold and energizing. Because Rosa, you have me feeling like I can eradicate sexual violence right here right now. Let's go!

Rosa Beltré

Lets go, Laurie, let's go!

Laurie Hamame

You give me to the power to feel like we can do it all.

Rosa Beltré

We can, we can.

Taylr Ucker-Lauderman

Yes. My gosh.

Laurie Hamame

Thank you so much Rosa, I know that your schedule is probably so busy doing impactful, amazing bridge-building work. But to take an hour out of your day to chat with us really means a lot, and to share your message.

Rosa Beltré

It is an honor to be amongst you. Thank you for the work that you're doing with Teal Talk. Thank you for elevating the voices of all of us within the coalition and the work that we actually do, but having meaningful conversations, and for being so thoughtful with your questions and how you're premising every month. So thank you. Thank you for the honor of being amongst you and for the work that you all do.

Laurie Hamame

Hugs!

Taylr Ucker-Lauderman

Bye y'all

Rosa Beltré

Bye

Laurie Hamame

Bye

Thanks for listening to Teal Talk. We hope you enjoyed our deep dive into intersectional issues affecting survivors in Ohio. If you like what you heard, subscribe and leave us a five-star rating and review, recommend us to a friend, and follow us on Instagram and Facebook @OAESV and Twitter @OhioAllianceESV. If you'd like to learn more about us and the services we offer, sign up for our email list, or read a transcript of this episode, visit oesv.org

Taylr Ucker-Lauderman

Want to share a comment or ask a question for a future episode? Just click on the link in the show notes to leave us a voicemail. And remember we're here to help. Feel free to call our resource line at 888.886.8388 during regular business hours, or the Ohio Sexual Violence Helpline 24/7 at 844.644.6435 See you next time!