



Supported by Blue Shield of California Foundation

photo by Marlene' Dusek

What could our communities achieve if we fully committed to building **safe, equitable, and mutual relationships** – within intimate partnerships, families, organizations, institutions, and systems?

> For health, safety, and well-being... Equity and justice... Joy, prosperity, thriving...



Safety and Healing in Networks of Equity (SHINE)

Culturally-rooted Collaboratives Working to Address the Root Causes of Domestic Violence and Build Equitable Conditions for Safety and Healing

Our Analysis of Root Causes of DV in Our Communities

- Systemic violence and intersectional oppression
- Layered individual, intergenerational and community-level trauma
- Compounding family stressors of economic, housing and food insecurity
- Patriarchal and misogynist cultural norms and narratives in the context of colonization and structural racism
- History of "power over" interpersonal and community dynamics
- Culture of of silence and individual suffering
- Social isolation & inadequate support networks
- Place-based inequities in attention, investment and programs supporting conditions for communities to thrive

Housing & Economic Justice

Community-Based Intergenerational Healing Holistic Youth & Family Support

SHINE LOCAL STRATEGIES

- Prevention and healing
 programs and activities
- Community capacity & power building
- Network & ecosystem building
- Local advocacy to influence policies, systems, and resources

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SHINE LEARNING COMMUNITY STRATEGIES

- Collective reflection, learning & capacity building
- · Amplifying community voices & narratives
- Influencing state-level policy and systems change
- Building sustained support for SHINE efforts

What We Will Achieve

Individual Level

- Personal healing and resilience
- Increased sense of support & connection
- Change agents raising issues and stewarding change

Local Community Level

- Supportive community networks for violence prevention and healing
- Community power and narratives shaping DV prevention, justice and healing
- Local ecosystem partners aligned around community-owned and culturallygrounded priorities for addressing harmful conditions that perpetuate violence
- Examples of equity-focused shifts in local resource allocation and systems change addressing DV root causes

Statewide Level

- Sustainable SHINE collaboratives
- Examples of shifts in the broader public discourse around DV prevention
- Progress toward aligned state-level resource shifts and policy change
 - "Power with" orientation
 - Grounded in trust, solidarity and healing

Long-Term Equity Outcomes

- Increased community selfdetermination
- Local systems accountable
 to communities they serve
- Increased availability of safe, stable, and affordable housing
- Improved economic opportunities that promote stable family income
- Culture and norms that support safe and equitable relationships
- Restorative justice, healing, and repair
- Resilient families and social cohesion
- Decreased domestic violence and all forms of violence

Racial, gender, immigrant and economic justice

Thriving, equitable communities

- UNDERLYING VALUES OF OUR APPROACH
- Community sovereignty
 Intersectional racial, gender, immigrant & economic justice
- Integrated view of health, wellness, and safety and the importance of upstream root cause solutions

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Thriving, equitable communities





Working with SHINE, we have examined the way power manifests in intimate partner relationships. We have learned that we cannot simply look at what happens in one relationship or one home without also looking at what happens within schools, businesses, parks, governmental bodies, and so on.

As we examine use and abuse of power, we must look at it at every level of work.



Internal

- Staff Supports
- Leadership Development Programs
- Case Management



Interpersonal

- Trust Building
- Boundary Setting
- Group Work that Connects to Tangible Outcomes



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Institutional

- Center Partnership Committee
- Community Advisory Group
- Safety Policy
- Ongoing Learning Opportunities



Health, Wellbeing, and Cultural Safety Policy

Purpose

There are 5 components of The Center's plan to create an intentionally connected and collaborative community. This policy focuses on how we treat ourselves and each other and how that relates to creating an innovative, culturally safe, and well space.

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Cultural Safety—Page 2

- · No one should have to hide, protect, or deny their identity to feel safe
- Dominant cultural values are not always best just because they are dominant

Giving and Receiving Feedback—Page 3

- · It is vital that we can give each other feedback, building on each other's strengths
- · It is vital that we are open to receiving feedback, so we can grow and learn

Learning Community—Page 4

- · Innovation requires an active learning environment, where mistakes are allowed.
- · Leadership is an action, not a position. Leaders share power, and open doors for others.

Health and Wellbeing—Page 5

- When employees take care of themselves, they can better care for the community.
- When communities take care of their members, they are healthier and more connected.

Code of Conduct—Page 6

 Everyone who walks into the Center in any capacity agrees to these basic guidelines of how we treat each other

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Structural

- Guaranteed Income Pilot: Humboldt
 Income Program
- Park Grant
- Intentional Additional Partnerships



Image courtesy of Charles Hathaway



What We've Learned

You need the courage to be transparent.

You need the partners to be innovative.

You need a clear purpose – and you need to reevaluate it consistently.





Talking about social & structural drivers

Bake it in: Prevention Institute is committed to embedding health equity and racial justice, applying these principles consistently in all of our projects.

Build shared understanding and capacity:

- 1. Strengthen individual and collective understanding and capacity.
- 2. Embrace an ecosystem approach.
- **3**. Ground actions in personal courage and conviction what matters most?
- 4. Exercise choice points, and embrace the discomfort necessary to challenge and shift the status quo.



Prevention Institute Racial justice principles

Understand structural racism & racial justice Procedural, Repair past distributional, & **Build community** & present harms, structural equity leadership & power prevent future harm Embed, measure, & incentivize for urgency & accountability



https://www.preventioninstitute.org/health-equity-practice-module-1-putting-principles-practice-section-1-racial-justice-principles

Programmatic and policy lessons

- 1. Show up as an equal partner and co-learner
- 2. Share decision-making power
- 3. Continuous equity improvement
- 4. Cultivate adaptive community-centered ecosystems to advance an explicit health equity and racial justice agenda
- 5. *"Prioritize relationships over plans." Aristea Saulsbury*
- 6. Stay in it, even when it's hard. "Real collaboration is frustrating for everyone." Aristea Saulsbury



Resources

- <u>Safety and Healing in Networks of Equity (SHINE)</u>
- Impact Story: Safety Through Connection
- <u>Building Bridges: The Strategic Imperative for Advancing Health Equity and</u> <u>Racial Justice</u>
- <u>Health Equity in Practice modules</u> includes racial justice principles and continuous equity improvement
- Using Choice Points to Advance Racial Equity and Inclusion
- <u>A Primer on Community Power, Place, and Structural Change</u>
- <u>An Ecosystem to Build Power and Advance Health and Racial Equity</u>
- Dr. Gail Christopher and Truth, Racial Healing and Transformation
- Power Mapping Guide
- Social Change Ecosystem Map
- <u>Courageous Conversations</u> 17 PREVENTION INSTITUTE