

SHINE

SAFETY & HEALING IN NETWORKS OF EQUITY



photo by Marlene' Dusek

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

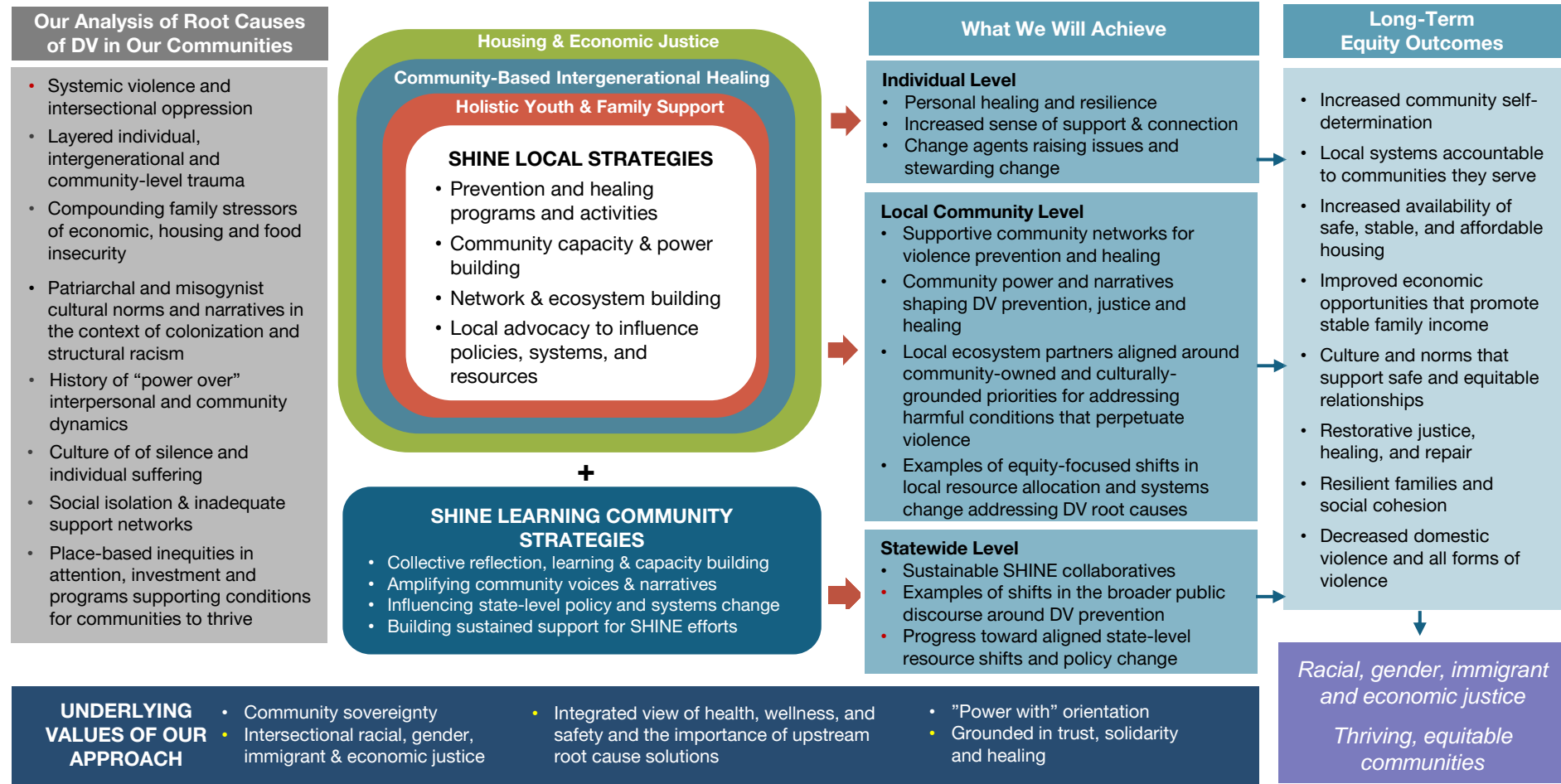
For health, safety, and well-being...

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

UNDERLYING VALUES OF OUR APPROACH

- Community sovereignty
- Integrated view of health, wellness, and safety and the importance of upstream root cause solutions
- **Intersectional racial, gender, immigrant & economic justice**
- **“Power with” orientation**
- **Grounded in trust, solidarity and healing**

Long-Term **Equity** Outcomes

- Increased community self-determination
- 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*

McKinleyville Family Resource Center/The Center



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.

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Internal

- Staff Supports
- Leadership Development Programs
- Case Management



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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.



Mural by David Mata, iPak Arts

Talking about social & structural drivers

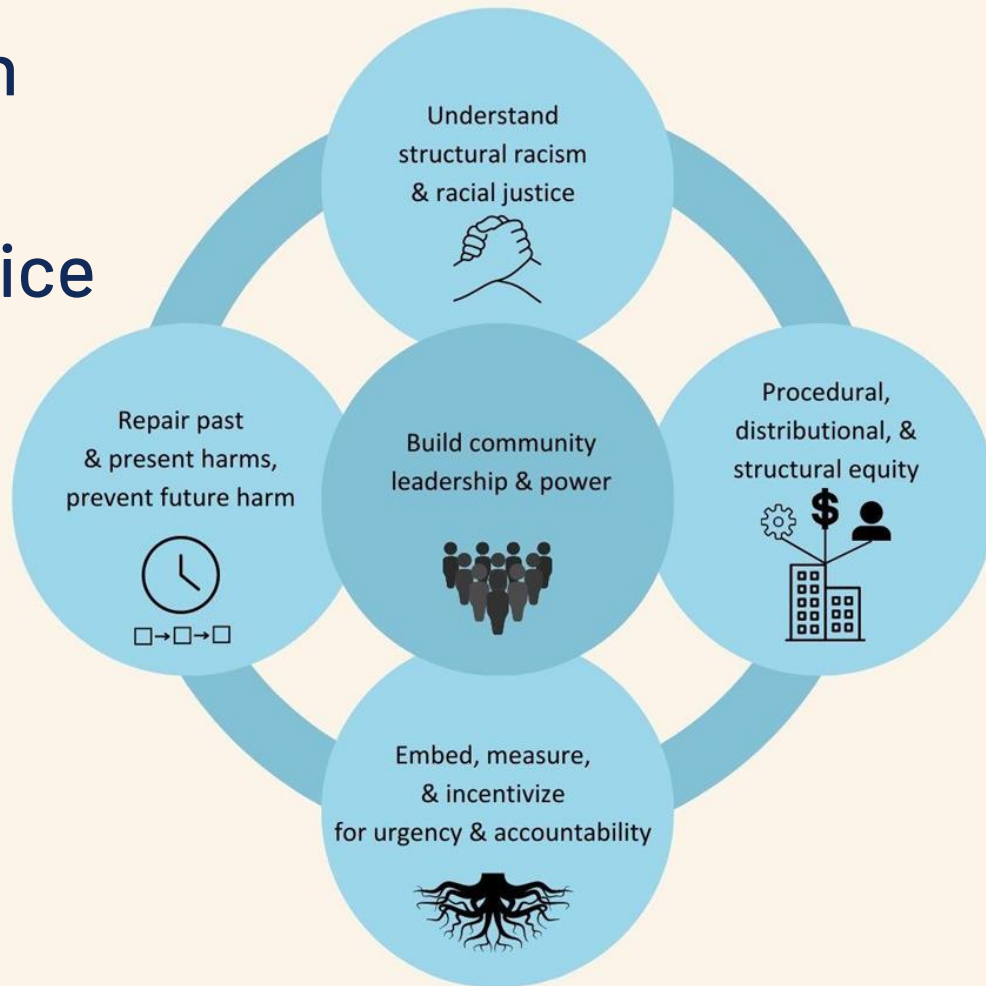
Bake it in: Prevention Institute is committed to embedding health equity and racial justice, applying these principles consistently in all of our projects.

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



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."* – Aristeia Saulsbury
6. Stay in it, even when it's hard. *"Real collaboration is frustrating for everyone."* – Aristeia Saulsbury

Resources

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