

CALIFORNIA  
**PARTNERSHIP TO END  
DOMESTIC VIOLENCE**

Together, We're Stronger.



## Working Toward Racial Justice

"Our only hope for  
our collective liberation  
is a politics of deep  
solidarity rooted in love."

—Michelle Alexander



Capacity  
Building



Communications



Prevention



Public  
Policy



Administrative

### Amplifying the Voices of Black, Indigenous & Native, and People of Color



>>> [Shifting the Lens Statewide Domestic Violence Conference: Spotighting Black activists and workshops focused on equity](#)



>>> [Blog Series: Reckoning with Inequities in our field](#)



>>> [Partnership Statement: Looking In the Mirror – Reckoning with Inequities in Our Own Movement](#)

### Promoting cultural responsiveness and equity in organizational systems



>>> [Translation and interpretation of training and event materials and content](#)



>>> Leading the Partnership's exploration of internal policies and procedures: involving staff members voices at every level



>>> [Guiding organizations through the Cultural Responsiveness Organizational Self-Assessment process, framed on understanding societal power differences to then reflecting understanding in policies, programs & staffing.](#)



>>> [Facilitating Prevention Communities of Practice with CALCASA \(specifically the Prevention in Spanish\)](#)



>>> [Hiring of our Executive Director: Acknowledging and intentionally reducing bias in our hiring process, starting with the Executive Director search. Recruiting widely and encouraging BIPOC to apply.](#)



>>> [Creating and facilitating the Aspiring White Allyship Group and its Advisory Committee](#)



>>> Revising the Partnership's Employee Handbook with an equity lens

### Disrupting the Status Quo in Systems and Policies Impacting Survivors



>>> [Following the Alliance for Boys and Men of Color's leadership, and supporting the C.R.I.S.E.S Act to create more public safety options in an emergency](#)



>>> [In an email, explaining to Ring why their doorbells jeopardize immigrant survivors with connections to police; rejecting offer to collaborate.](#)



>>> [COVID Relief: Requesting dedicated funding for culturally-specific organizations and Tribes](#)

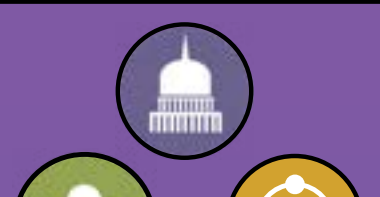


>>> [Opposing Prop. 20: Speaking out about the ways criminalization disproportionately impacts Communities of Color](#)



>>> [Ongoing partnerships with the Alliance for Boys and Men of Color and ACLU](#)

### Seeking Feedback from Our Members



>>> Executive Director Calls for Black, Indigenous, and People of Color: We are currently organizing these calls. [Please email us](#) if you would like to join.



>>> [Developing our 21-22 policy agenda with a survey & listening sessions re: the criminal legal system, homelessness, economic justice](#)



>>> [Our Policy Advisory Council represents diverse voices, and provides guidance to the Partnership on policy issues impacting survivors & communities.](#)

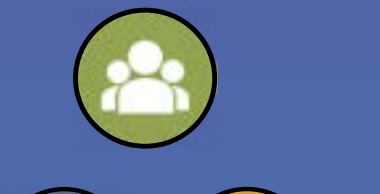


>>>Results from the Accountability Survey, developed by the Aspiring White Allyship (AWA) group, are being reviewed.

### Facilitating Movement Conversations and Supporting Local Actions



>>> Regional calls: A collective space for shared exploration, to support each other, to build partnerships, and to organize for collective action for the bigger WE. [Contact us to get involved.](#)



>>> Executive Director Calls: Making space for high level discussions on racial justice, and the ways it impacts organizations at the programmatic and administrative levels.



>>> [Supporting the Culturally Specific Collaborative: It exists as a response to systemic oppression. To reclaim our power, our identities and ourselves and support one another to facilitate our collective healing. We shine light on equitable, inclusive practices to embrace transformation.](#)



>>> [Prevention Peer Network discussions on racial equity, anti-racism work, and violence prevention](#)



>>> [Joining with A CALL TO MEN & the Alliance for Boys and Men of Color to host the Healing Together Community of Practice](#)



>>> [Building Change Together: Using a privilege and oppression framework to facilitate learning about violence prevention](#)

To Be Continued...