

eliminating racism
empowering women
ywca
columbus ohio

YWCA COLUMBUS 2021 ACTIVISTS AND AGITATORS RESOURCE GUIDE



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Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.

-Margaret Mead

EVERYONE CAN BE AN AGENT FOR SOCIAL CHANGE

YWCA Columbus began Activists and Agitators with the belief that anyone and everyone can be an agent for social change. We know that many of you care deeply about centering equity across our community, so we hope the conversations you heard during this year's Activists and Agitators event serve as only the beginning of your journey into social advocacy, activism and anti-racism!

There is so much that you can do right now to join YWCA Columbus in taking a stand against racism and taking action towards systemic change. We have compiled some suggested actions and resources in this guide, and challenge you to take a stand by completing some or all of the actions listed. If we all commit to intentional, anti-racist, direct action and harm reduction, our collective impact will be profound.

GET EDUCATED

ON INSTITUTIONAL AND STRUCTURAL RACISM

INTERACTIVE GUIDE -
CLICK IMAGES TO VIEW



THE HOUSING SYSTEM



WATCH



SEGREGATED BY DESIGN
BY RICHARD ROTHSTEIN



LISTEN

Land Matters

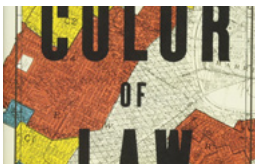
HOUSING'S RACIAL HISTORY LAND MATTERS



OPPORTUNITY STARTS AT HOME - RACIAL EQUITY & HOUSING
WITH AMANDA ANDERE



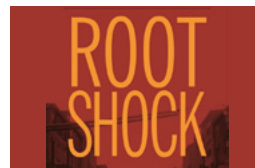
READ



THE COLOR OF LAW BY RICHARD ROTHSTEIN



ABOLITION IN HOUSING POLICY
KRYSTLE OKAFOR AND SOPHIE HOUSE



ROOT SHOCK: HOW TEARING UP CITY NEIGHBORHOODS HURTS AMERICA, AND WHAT WE CAN DO ABOUT IT
BY MINDY THOMPSON FULLILOVE, MD

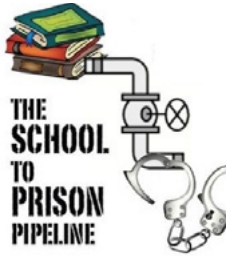


IN DEFENSE OF HOUSING: THE POLITICS OF CRISIS
BY PETER MARCUSE AND DAVID MADDEN

THE EDUCATION SYSTEM



WATCH



THE SCHOOL-TO-PRISON PIPELINE, EXPLAINED
VOX



LISTEN

Nice White Parents



NICE WHITE PARENTS
SERIAL AND THE NEW YOUTH TIMES



READ



EARLY EDUCATION GAPS BY SOCIAL CLASS AND RACE START U.S. CHILDREN OUT ON UNEQUAL FOOTING
EMMA GARCÍA AND ELAINE WEISS



THE IMPORTANCE OF AFTERSCHOOL PROGRAMS IN EDUCATION REFORM WORLDWIDE: MAKING IT ESSENTIAL IN AMERICA
EVA L. BAKER



RACE MATTERS: HOW RACE AFFECTS EDUCATION OPPORTUNITIES
THE ANNIE E. CASEY FOUNDATION

Addressing the need for affordable, high-quality early childhood care and education for all in the United States

ADDRESSING THE NEED FOR AFFORDABLE, HIGH-QUALITY EARLY CHILDHOOD CARE AND EDUCATION FOR ALL IN THE UNITED STATES
PETER MARCUSE AND DAVID MADDEN

THE CRIMINAL LEGAL SYSTEM



WATCH



JUST MERCY



13TH



HOW AMERICAN SLAVERY HELPED CREATE MODERN DAY POLICING



LISTEN



NPR ON AMERICAN POLICING



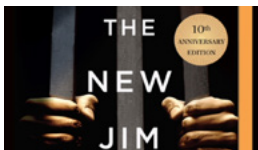
JUSTICE IN AMERICA



NPR'S CODE SWITCH - 8 BEST EPISODES ON RACE



READ



THE NEW JIM CROW
BY MICHELLE ALEXANDER



A BETTER PATH FORWARD FOR CRIMINAL JUSTICE: RECONSIDERING POLICE IN SCHOOLS BY RYAN KING AND MARC SCHINDLER



POLICING THE BLACK MAN
BY ANGELA DAVIS

REFORM VS. ABOLITION

You may have heard debates taking place about reform vs. abolition of the criminal justice system. We've compiled some frequently asked questions and resources to break down what these concepts really mean.

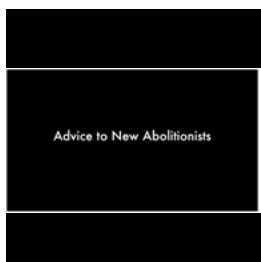
Reform means working through systems to change policies and practices through existing methodologies. Some reforms can bend towards abolition. For example, reducing the dollar amount allocated towards the policing institution and any associated institutions, can be a strategy employed by abolitionist organizers.

READ



8 CAN'T WAIT
BY CAMPAIGN ZERO

Abolition demands a greater imaginative response, moving away from the current system, dismantling and abolishing structures which uphold oppression. This is not necessarily viewed as a political ideology, but a way of moving through society in relationship with one another.



CRITICAL
RESISTANCE'S
ADVICE TO NEW
ABOLITIONISTS

WATCH

READ



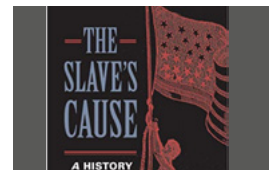
WE DO THIS TIL WE FREE BY
MARIAME KABA



YWCA COLUMBUS'S
POLICING PRIMER
BY LALITHA PAMIDIGANTAM,
KYASURINA ADHIKARI, AND
JILLIAN OLINGER



#8TOABOLITION



THE SLAVE'S CAUSE: A
HISTORY OF ABOLITION
BY MANISHA SINHA

FAQ:

- **HOW CAN WE ENACT ABOLITION WHEN IT MEANS “THE DESTRUCTION OF ALL SYSTEMS”?**
 - In this context, abolition does not mean the destruction of *all* systems. Instead, it is a framework for understanding how to dismantle existing *systems of oppression* in an effort to empower communities of color, especially Black and Indigenous people.
- **HOW CAN WE INFORM SAFETY WITHOUT POLICE?**
 - Policing as we know it is informed and inspired by European safety practices, entrenched in white European religion, and concepts of justice. They do not reflect all people living in the land we call the United States. Police often only represent safety fully for white Americans, whereas safety for BIPOC (Black, Indigenous, people of color), differently-abled people, women and non-binary folks, and other marginalized groups might rest in alternatives, such as community care and restorative practices.
- **HOW IS POLICE REFORM OR ABOLITION CONNECTED TO OTHER SYSTEMS OF OPPRESSION?**
 - Systems of oppression weave their way into all of our lives, jobs, relationships, etc. Generally, when we speak of systems, we are referring to the many ways we access housing, healthcare, formal education, and justice, to name a few. The foundational structures and policies of these systems were created by a homogenous group during a time when BIPOC people often were not even considered fully human to power-holding white men. The oppressive policies and practices within individual institutions overlap and amplify the different treatment that people of color receive compared to that which white people receive, ensuring different life outcomes.
 - While this might feel overwhelming, it is important to note that the only way out is together. Many who are resistant to change would unknowingly benefit from systems that are just and equitable as well as a culture that is inclusive and accepting of differences. The wisdom to guide us in our work toward equity and justice lie in the diversity amongst us. Transformative change requires us to center the voices of those at the margins and include as many diverse perspectives as possible within our change processes, otherwise we run the risk of re-instituting and re-inventing oppressive practices.

GET ACTIVATED BY...

CONNECTING WITH YOUR WHY:

“Movement building requires people who are clear about who they are and what brings them to their work... Knowing who you are, what you care about, and why: these are necessary for anyone committed to collective liberation.” - **Charlene Carruthers Unapologetic – A Black Queer and Feminist Mandate for Radical Movements**

Racism, police brutality and social injustice impact us all. Identifying why you want to fight for Black lives and how you will do it is the first step in taking a stand against racism.

ACTION

Take a moment to write down how the recent police violence and protests have made you feel, and why that makes you want to stand against injustice.

RAISING YOUR VOICE

One of the most powerful things we can do is physically show up and let our voices be heard. Taking part in a demonstration or protest helps to raise public awareness, highlight injustice, and to disrupt the status quo.

ACTION

Plan your community action using the community organizing chart referenced below. We all have the ability to organize in our communities and strategize how we fight for change. [Check out this video](#) about movement building.

STRATEGY CHART

DEMANDS	TARGETS	CURRENT RESOURCES	POTENTIAL SUPPORTERS	TACTICS
<p>Demands are specific measurable things we want to WIN!</p> <p>1. List the demands of your campaign?</p> <p>2. What short-term or partial victories can you win as steps toward reaching your overall campaign demands?</p> <p>How will the campaign:</p> <ul style="list-style-type: none"> ■ Win concrete improvements in people's lives? ■ Give people a sense of their own power? ■ Alter the relations of power? 	<p>Primary target:</p> <p>The person who has the power to give you what you want. (The decision maker) A target is always a person, never an institution.</p> <p>Understanding your target:</p> <p>What opposing pressure does your target face to not give you what you want?</p> <p>Secondary target:</p> <p>The person(s) that have power of your target?</p> <p>What power do you have over the secondary target?</p>	<p>What we have:</p> <p>List the resources that your organization brings to the campaign. Include: skills of group members, connections to student and community organizations, funding.</p> <p>What we need:</p> <p>List the specific things you need to do to develop the campaign.</p> <ul style="list-style-type: none"> ■ Expand leadership of group ■ Build membership base ■ Develop media plan ■ Develop campaign strategy ■ Develop media/messaging campaign ■ Develop fundraising plan etc. 	<p>Who cares about this Issue enough to join or help us?</p> <p>Who has the skills that you need to win the campaign?</p> <p>How will you reach out to potential supporters?</p> <p>(for instance: table on campus, hold membership meetings, host social events, present at other club meetings, canvass the dorms, talk to professors, etc.)</p>	<p>Tactics are actions taken to move your target to give you what you want (your demands).</p> <p>Tactics must:</p> <p>Demonstrate your power while simultaneously build your power. Be within the comfort zone of your group, but outside comfort zone of your tactic. Be directed toward your primary or secondary target. Moves you closer to reaching your demands.</p> <p>Example of tactics:</p> <ul style="list-style-type: none"> Petitions Public Hearings Negotiations Rallies Marches Sit Ins Strikes

Childs, Rhiannon. 9 July 2020, *The Power With In Community Organizing - Restoring Ourselves Building Power Creating Change*. Lecture presented at Leadership for Social Change Community Organizing Session in Ohio, Columbus.

GETTING POLITICAL

Instating laws and electing candidates that contribute to racial equity is an essential way to create lasting systemic change. That is why it is important that those of us with access to the privilege of voting do so in every election, and that we stay politically active and informed.

ACTION Reference this [voter guide](#) to learn more about this year's local elections and ballot issues.

ACTION Know who and what is on your ballot by visiting vote411.org!

ACTION Visit votesaveamerica.org to learn how you can take part in election protection.

ACTION Contact your elected officials to let them know what you care about. [Find the names and contact information of your elected officials here.](#)

ACTION Stay informed about the decisions our local government is making by joining a virtual city council meeting on [Facebook: @ColsCouncil](#) and subscribe to the [of Columbus YouTube channel](#).

ACTION Familiarize yourself with ongoing policy actions such as,

1. Columbus launched its [pilot program](#) for a co-response crisis alternative model, which engages a social worker and a police officer to dispatch for mental health related calls.
2. The City of Columbus has asked the [Department of Justice to do a review of the Columbus Police Department](#)
3. Columbus has enacted a [Civilian Review Board](#) to oversee cases of misconduct in the city.

ADVOCATING FOR HOUSING JUSTICE

YWCA Columbus believes that Housing Justice means individuals and families have ample access to safe, stable, and affordable housing that meets their needs. Housing justice results in ample opportunities for people of color to build wealth. And housing justice means the link between geography and opportunity—a legacy of our country’s commitment to residential segregation and discrimination—is severed. YWCA Columbus’s experience as a housing provider, and the experiences of BIPOC in the housing market, show we have a long ways to go. Follow our advocacy agenda progress, and support our housing programs!

ACTION

Learn more about [Columbus’s process to update its 50+ year old zoning code!](#) While the traditional understanding of zoning is as a tool that regulates development through standards that address such things as property use, building size and placement, and setback on any given parcel, zoning has historically done much more than that. In fact, back in the early 1900s, zoning was used as a tool of racial segregation, and although this was struck down as an unconstitutional explicit use of zoning, it has nonetheless continued to support racial segregation of communities. For a deeper dive into the racist origins of zoning, purchase our [Racial Equity 101 online training video!](#)

ACTION

Attend your Area Commission meetings to learn about new development happening in your neighborhood and its potential impact, especially around zoning. When residents are considering projects for your communities, you may hear push back related to a project “bringing in crime,” “creating too much density,” or “changing the look of the neighborhood” and these could be red flags of bias.

ACTION

Set up a screening of [Segregated by Design](#) with your peers.

ACTION

Read the press release [here](#), or [watch the recording](#) of the official [MBA Convergence Columbus](#) launch! Convergence Columbus is an initiative spearheaded by the Mortgage Bankers Association to address the racial wealth gap through housing. Convergence has piloted two sites, one in Columbus and one in Memphis, and is focused on driving collective action with lenders, other industry participants and government partners to facilitate new solutions to our nation’s rental and housing affordability challenges. By using a cohesive approach, Convergence promotes more sustainable, affordable homes for purchase and rental for underserved people and communities, especially minorities and low-to-moderate-income Americans.

RADICAL SELF-LOVE, HEALING, AND REST

“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

-Audre Lorde

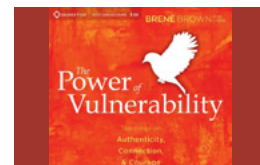
There is no one-size-fits-all “how-to” guide on fostering radical self-love. We are all unique beings, and hence everyone’s journey to healing will be different and unique to them. We want to remind you that journeying towards radical self-love is just that – a journey. We must have the audacity to struggle against a culture that would, not only have us deplete our energy but would also have us try to find our self-worth from outside of ourselves. True self-love is essential to ensuring we don’t perpetuate the same harm we are in need of healing from and for sustaining us in doing our part to bend the moral arch of the universe. We have provided a list of resources below that we think can be beneficial to getting you moving along on that journey.



SELF-LOVE REVOLUTION
SONYA RENEE TAYLOR



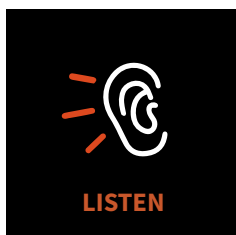
BODIES AS RESISTANCE: CLAIMING THE POLITICAL ACT OF BEING ONESELF
SONYA RENEE TAYLOR



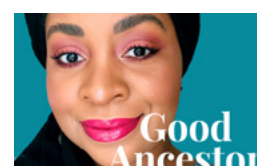
THE POWER OF VULNERABILITY-
BRENÉ BROWN



THE DIFFERENCE BETWEEN SELF-COMPASSION AND SELF-ESTEEM
BY DR. KRISTIN NEFF



ON BEING WITH
KRISTA TIPPETT



GOOD ANCESTOR PODCAST
WITH LAYLA F. SAAD



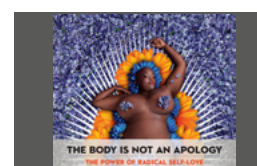
UNF*CK YOUR BRAIN WITH
KARA LOEWENTHEIL



INNER FIELD TRIP



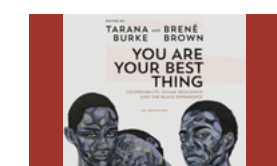
SELF LOVE ISN'T EASY
SHANNON WEBER



THE BODY IS NOT AN APOLOGY
SONYA RENEE TAYLOR



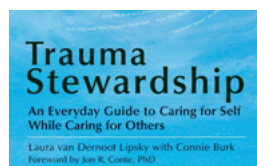
JOY IS AN ACT OF RESISTANCE: HOW CELEBRATION SUSTAINS ACTIVISM-
INGRID FETELL LEE



YOU ARE YOUR BEST THING
TARANA BURKE AND BRENÉ BROWN



SUSTAINING SPIRIT: SELF-CARE FOR SOCIAL JUSTICE
NAOMI ORTIZ



TRAUMA STEWARDSHIP: AN EVERYDAY GUIDE TO CARING FOR SELF WHILE CARING FOR OTHERS
BY LAURA VAN DERNOOT LIPSKY AND CONNIE BURK

THE UNSPOKEN COMPLEXITY OF "SELF-CARE"

by Deanna Zandt

Self-care is thrown around a lot as a magic bullet to solve all of your problems. If you'd only take a second to treat yourself, you'd be fine!

But what does self-care really mean?

First, I think there's a difference between **self-care** and **self-soothing**. Self-soothing might look something like this, for example:



Such delightful things!

Self-soothing is INCREDIBLY important to our well-being. Sometimes, though, these activities may not actually get at stabilizing you, or creating opportunities for you to move forward.

That's where self-care can come in:

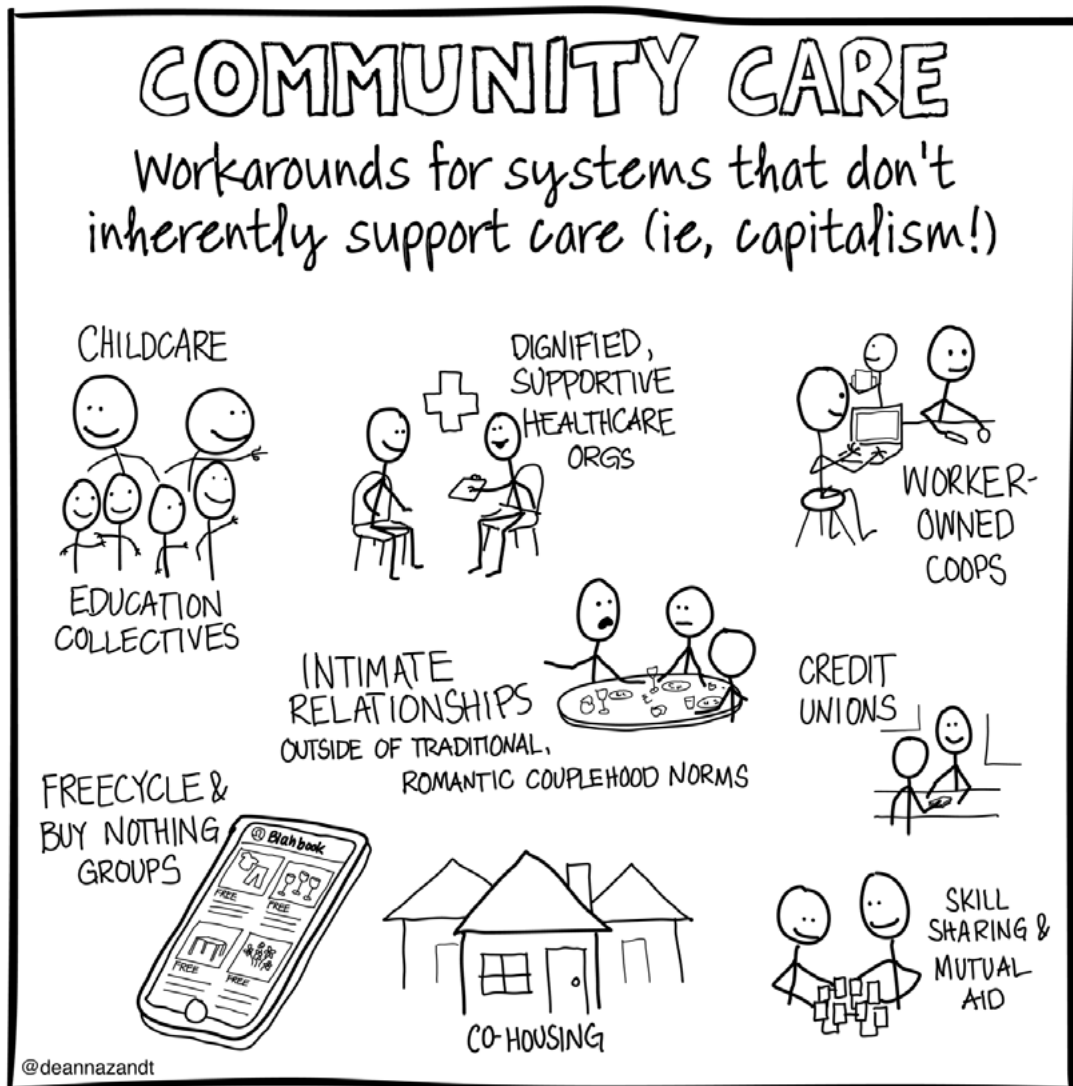


Do you feel the difference between soothing & care?

(That "finances" one may or may not be borne out of my own traumatic experiences with money, btw. Also: certain things may be self-soothing for some, and self-care for others. You get to decide!)

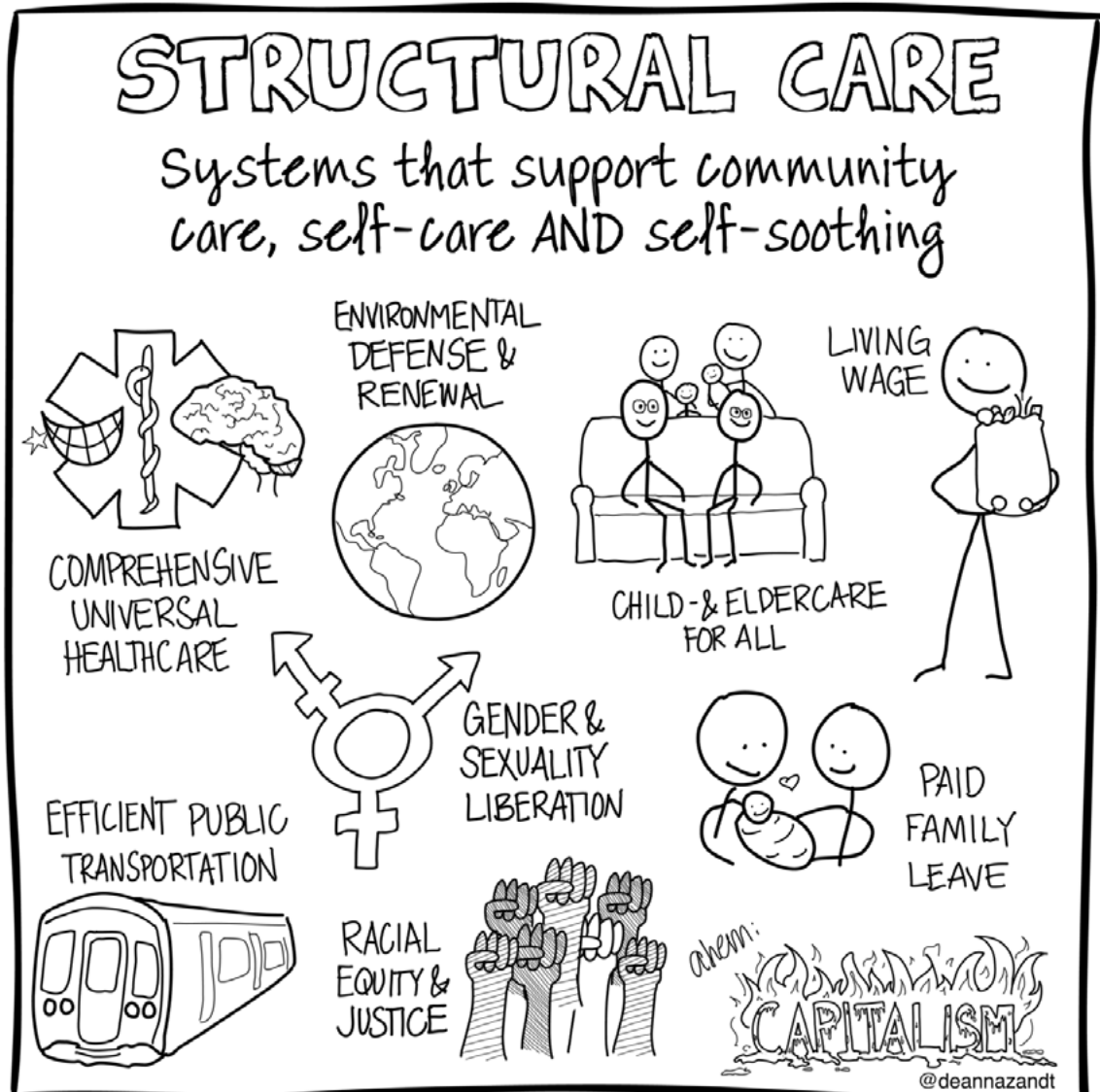
Still, it takes a LOT to be able to even do self-care, since the systems and cultural norms in which we currently live can feel impossible to navigate on our own.

That's why it's important to have workarounds:

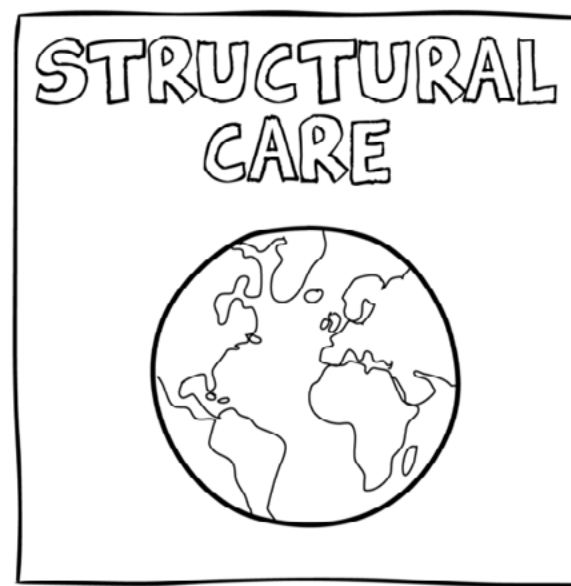


Taking one step further back, it's also important to recognize that workarounds and harm-reduction are also only one part of the solution.

We also need to fundamentally overhaul (or tear down and rebuild entirely) the systems in which we live, so that we can be further enabled to work on the other kinds of care that we need.



No single person can do all the kinds of care that are needed all the time; we each can play a role in supporting each other in different ways, though. Now, go forth and care for each other—and yourself.



@deannazandt

Zandt, Deanna. "The Unspoken Complexity of 'Self-Care.'" *Medium*, Medium, 11 Nov. 2020, <https://medium.com/@deanna/the-unspoken-complexity-of-self-care-8c9f30233467>.

CARING FOR YOURSELF TO CARE FOR OTHERS: A BURNOUT AND VICARIOUS TRAUMA TOOLKIT

BY LARISSA PHAM

BODY MOVEMENT & CO-REGULATION

Regulating our nervous system is a means of self-care. Trauma is embodied, and getting back into our bodies is a way to address it and heal from it. Body movement helps us ground ourselves.

- Ask yourself: Do I need to move my body? Do I need to dance? Do I need a massage? Do I need to find a physical way to channel my energy, rage, joy, despair?

Co-regulation is just as important to our healing. Connecting with others helps us get in touch with and return to ourselves.

- Ask yourself: Have I talked to my people – my pod, my chosen family, my support system? Have I talked to my loved ones? Have I allowed my loved ones to support me?

What are some things I can ask myself for self-care?

- Am I eating well? Am I eating healthfully and consciously?
- Am I sleeping well, or sleeping at all? Am I removing distractions and devices that interfere with my sleeping?
- Have I seen something beautiful? Have I been in nature? Have I spent time with animals? Have I interacted with plants?
- What am I grateful for? Have I taken a moment to reflect on my gratitude or express my gratitude?

GROUNDING

Body Scan

Take a comfortable seat. Close your eyes and draw your focus to the tips of your toes, then slowly move that focus up through each part of your body. Note with compassion how your body feels and what each part of your body needs. Feel your energy move up until you've reached the top of your head. Take a moment to sit, then stretch out and activate your body in the ways that feel best to you.

Breathing Exercise

Breathe in for 4 seconds. Hold for 7 seconds, and exhale for 8 seconds. If holding the inhale doesn't feel good, try counting for 2-4 seconds of the inhale, and 4-6 seconds on your exhale.

Grounding Exercise

Try to name: 5 things you can see, 4 things you can feel, 3 things you can hear, 2 things you can smell, 1 thing you can taste.

You can always change these senses depending on your needs. What's key is using these details of your surroundings in order to bring yourself to the present moment. For people with trauma, mindfulness practices that focus on the breath or body can be triggering. Focusing on the environment or visualization exercises can be more accessible.