



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

Calling in Harm

Santa Ana Building Healthy Communities

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Training Series

- Session 1: Understanding Communication (Tuesday, September 6)
- Session 2: Leaning into Conflict (Tuesday, September 13)
- **Session 3: Calling in Harm (Monday, September 19)**

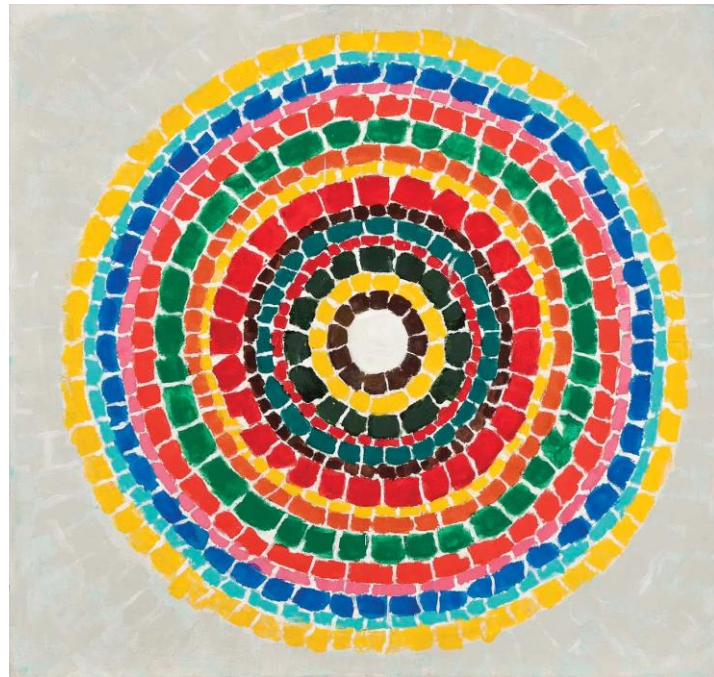
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Today's Objectives

- Identify personal readiness to engage with the tool of calling each other in
- Practice authentic ways of naming and interrupting harm
- Map out realistic strategies to build a culture of accountability



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Art by Alma Woodsey Thomas

Which image best represents how you are feeling and why?





Restorative Justice Values





Communication Guidelines

- Respect
- Speak for Myself
- One Mic
- Make Space, Take Space
- Honesty
- Ok to Pass
- Use Correct Gender Pronouns
- Don't Yuck My Yum
- Be Mindful of Time
- Intent and Impact
- Try On
- Be Present
- Confidentiality
- Others?

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Creating our Grounding Toolkit

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Grounding

- The process of self regulation of the individual level **in the moment** of activation or stress that contributes to our choices and responses in community and relationships
- This process supports our choices in language, actions, and communication of needs as well as in getting those needs met most immediately

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Grounding

When activated, how do you self-regulate?

What self regulation strategies come naturally?

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Building Our Grounding Toolkit

PURPOSE (Spirit)

**VALUES
(Mind)**

**EMOTIONS
(Heart)**

**SENSES
(Body)**

- What reminds me of who I am?
- Who do I show up for?
- What connects me to something bigger than me?
- What grounds me in my purpose?
- Who do I want to make proud in this moment?
- What am I in service to?



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What can we do when we are activated in conflict?

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What can we do when we are activated?

1. NOTICE the activation

- Our thoughts, even ones we're not proud of
- How we're feeling, what emotions we can name
- What sensations are showing up in our bodies

2. RECOGNIZE the pattern

- Fear or story behind the reaction or emotion
- Where it may have come from
- What is the bigger picture that this fits into for me?

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What do we do?

3. DEFINE the need

- Is this about me? Is this about my relationship to myself?
- Is this about an interaction? Something interpersonal or connected to a larger structure?
- What need is not being met (e.g. safety, dignity, belonging, etc.)

4. CHOOSE the response

Restorative choices are always available to us

- **For Myself** ? What do I need to use in my Grounding Toolkit?
- **In Community** ? How do I want to respond to others in this moment?

When we're here, we can move from a values-aligned place

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Reflection

What came up for you as we reviewed the steps?

What can you do to feel grounded when you're
activated in moments of conflict?

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Application: Activating our Grounding Toolkits

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Application: Scenarios

- **Scenario 1:** You're on your way to an important community meeting, already running a little late. You hit bumper to bumper traffic with no end in sight. It's clear you're going to be very late. When you finally arrive, someone makes a comment about you being late again.
- **Scenario 2:** You've been setting up the community room at the youth center where you volunteer for about a week. Two days before youth return to the center for programming, the site director texts you on your cell to let you know that you're going to have to shift to another smaller space.
- **Scenario 3:** Your partner or best friend texts you that you need to talk about something important. They then stop responding to your messages and don't answer your calls for hours.
- **Scenario 4:** A family member asks you for money for the third time this month. They promise to pay you back this time, but that's never happened. Your own bank account is a little stretched thin at the moment.

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BREAKS WITH INTENTION

Take 200 steps

**Touch
something
fuzzy or soft**

**Run your
hands under
cool water**

**Shout out
loud (or into a
pillow)**

**Massage your
hands, face, or
feet**

**Look at
something
you find
beautiful**

**Touch your
toes**



Identifying Harm, Conflict, Misunderstanding, & Abuse

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Types of Interactions

Conflict

Disagreement, difference
or argument

Misunder- standings

Incorrect
interpretation

Harm

Suffering, loss, pain or impact
can occur in all of the other
situations

Abuse

Behaviors to gain, exert
and maintain power over
a person or group



Misunderstandings, Conflict, Harm & Abuse

- Harm is **defined by** the people being impacted, the people with less power, and/or the members of the targeted groups - in White Supremacy: **Black, Indigenous, People of Color**.
- We can **conflate** different types of interactions in dangerous ways.
 - Example: Calling conflict 'abuse' which escalates the accusation
 - Example: Watering down harm as a 'misunderstanding' to avoid accountability
- Getting clear on what our words mean is the **first step** in taking accountability.
- Each category is not clear-cut. There's **overlap and messiness** in these ideas, AND language is still **important**.

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(adrienne marie brown 2020)



Reflection: Share in Small Groups

Please reflect on the following questions:

- a. What are some examples of each: misunderstandings, conflict, harm, and abuse? In the media/public eye? In your personal life? In organizing spaces?
- b. What do these categories make you think of from your experience as a community leader?

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Punishments, Consequences, Cancel Culture & Accountability

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Reflect in the Chat

What emotions, sensations, or images come up for you when you think about accountability?

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Brainstorming Feelings

ROUND 1:

What do you feel
when you think of
being held
accountable?

ROUND 2:

What do you feel
when you think of
holding others
accountable?

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Punishment

- Inflicting a penalty for breaking a rule or law
- Often relies on pain, cruelty, or suffering
- May be completely unrelated to the offense itself or the people harmed/impacted

“When we’re operating through a punishment lens, our focus is to inflict cruelty and suffering. We ask ourselves: What suffering does this person deserve? or How can this person pay (hurt) for what they did?”

- Fumbling Toward Repair Workbook

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Consequences

- Are the results, reactions or effects of something that happened
- Can occur naturally, sometimes unanimously, based on the cultural norms or expectations of the community
- Are not universal across all settings and incidents
- Can promote safe spaces and create opportunities for transformation
- Can include unlearning socialized forms of oppression or making other steps toward inclusion

Adapted from Fumbling Toward Repair Workbook



Cancel Culture

(also referred to as “Call Out Culture”)

- A term used to describe the practice of spotlighting someone who is perceived to have done something socially incorrect publicly/in media, usually without their consent
- Often weaponized to shut down calls for accountability or escalate reasonable requests for change
- Can also refer to unreasonable escalations of call-outs that lead to humiliation, punishment, harm or abuse that are out of proportion with the initial action or harm



Restorative Accountability

“True accountability is **not only apologizing, understanding the impact your actions have caused on yourself and others, making amends or reparations to the harmed parties;** but most importantly, true accountability is **changing your behavior** so that the harm, violence, abuse **does not happen again.**”

- Mia Mingus

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Restorative Accountability Asks...

- What impact/effect has this behavior had? On whom?
- What are the immediate needs as a result of this behavior?
- What can we do to address these needs?

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What does accountability involve?



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Artist Credit: Danbee Kim
Content: Mia Mingus



Reflection: Pair Share

Please reflect on the following questions:

- How did these definitions impact your understanding / perspective of these terms?
- How do you notice others responding to harms and impacts within organizing spaces?
- What attempts have been made to support you and others to address harms and impacts? How do these actions attempt to address the needs of the person/people harmed (if at all)?
- How would you like to model restorative accountability for your community and/or family?

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BREAKS WITH INTENTION

Text someone
you love

Go outside
and touch the
ground

Give some
love to a living
thing

Poke your
head out the
window &
take a breath

Dance to a
favorite song

Eat something
sweet

Drink water



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Building Our Accountability Skills

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Calling In

- Usually in private
- When we believe the person/org will be receptive to feedback or the harm has happened due to ignorance versus ill will
- When the person/org who did harm holds less power
- Rooted in the belief that the call-in will serve the relationship
- When we are willing to do some extra labor of educating that can accompany naming harms
- Can happen in real-time or outside the immediate moment, circling back to something after we've reflected
- Involves risk-taking on the part of the person doing the call-in



Calling Out

- Usually in public
- Often happens when calling in hasn't worked or when calling in privately might be unsafe or not possible
- Can help neutralize large disparities in power when the person/org who did harm holds more power or won't take accountability unless they experience public consequences (e.g. loss of reputation)
- When we need to let someone know that their words or actions are unacceptable and will not be tolerated or to interrupt behavior to prevent further harm
- Allows us to hit the “pause” button and break the momentum
- Involves risk-taking on the part of the person doing the call-out
- Can escalate to humiliation, harm or abuse if not done in a values-centered way



Public Shaming or Call Out?

- Ego-centered for the person making accusation
- Relies on name-calling and labeling (e.g. “You’re a bad person”)
- Often many calls for different outcomes by people not connected to the situation
- Does not offer space for growth and change – people are disposable, perfection is required
- Performative – Pressure to ‘pile on’ even if you don’t know the details

Can involve many people talking about one person/org

Person/org being held accountable may feel shame or embarrassment

Can be hard to tell the difference from the outside

Can escalate quickly

- Centered in harm reduction, truth-telling, and relationships
- Relies on identifying harmful actions/behavior (e.g. “What you did hurt me”)
- Offers one or multiple ways to rebuild, heal, and move forward centering the person who was harmed
- Envisions a different world is possible
- Support from others is authentic, strategic, and defers to those most impacted



How can we invite others into accountability?

- 1. WHAT: Identify what is happening** (e.g. misunderstanding, harm, conflict or abuse?)
- 2. WHY: Root into our values** (e.g. humility, courage, another world is possible, authenticity, no one is disposable)
- 3. WHO: Get clear on our role** (e.g. our identity, our relationship to the person/situation, our abilities & skills)
- 4. HOW: Decide how to share what we're seeing or how we're feeling** (e.g. calling in or calling out)
- 5. NOW WHAT: Take action** (e.g. have the conversation!)



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Scenario Application

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How can we invite others into accountability?

1. **WHAT: Identify what is happening** (e.g. misunderstanding, harm, conflict or abuse?)
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3. **WHO: Get clear on our role** (e.g. our identity, our relationship to the person/situation, our abilities & skills)
4. **HOW: Decide how to share what we're seeing or how we're feeling** (e.g. calling in or calling out)
5. **NOW WHAT: Take action** (e.g. have the conversation!)



Small Group Discussions: When there is a harm or conflict situation in your affinity spaces...

- As a leader and community member, how would you utilize calling in, calling out, or some other strategy?
- How would you guide and support others in taking or asking one another for accountability?
- How would you center the humanity of each person involved?
- How will you support others' agency in moving through the process of addressing the harm or conflict among themselves?



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CLOSING

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Check Out:

What is one word that describes how you're feeling as you're leaving today's session?

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Thank you!

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We welcome your feedback! You may access our feedback survey using the QR code above or link below.

<https://www.surveymonkey.com/r/CCEJConflictSeries>