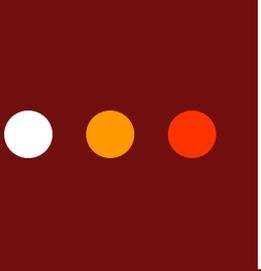




Transformative Justice & Community Accountability

An Introduction and Overview



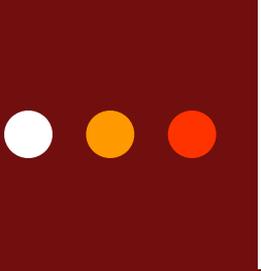
Resources and Contact Information

- Bay Area Transformative Justice Collective (BATJC) :
 - batjcinfo@gmail.com
 - batjc.wordpress.com
- All information from this teach-in can be found here:
batjc.wordpress.com/resources



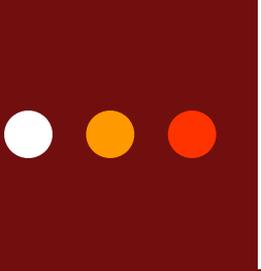
How do we respond to violence, harm and abuse *within our communities?*

**Families, relationships, intimate networks?
Political organizations, groups, movements?
Schools, religious/spiritual communities?
Neighborhoods, city, towns?**



Assumptions / What We Know

- Current responses to violence have not significantly reduced rates of violence.
- We need new *and* different strategies for addressing violence.
- State violence and intimate violence are deeply connected to and dependent on one another.
- The state continues to use violence as a way to maintain power.
- Violence is systemic and generational.
- We have a collective responsibility for violence.

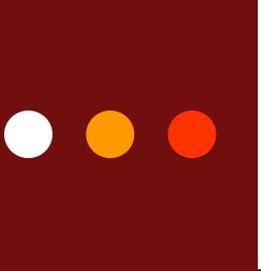


Relying on Current Systems

“For people who are counting on a criminal punishment response, I understand feeling completely depressed and debilitated, because that system doesn’t actually know how to hold firm for survivors. It doesn’t know how to transform harm that occurs. It is a system that most people don’t access, and most survivors still never access for lots of reasons: because they don’t want to, because they have been traumatized in the past by the system, because they don’t want the person who harmed them necessarily caught up in the system. There are a million reasons. Because they don’t want to be raked over the coals themselves. Because they try to solve problems in community. When people do access the system, they are screwed over by it, literally, in all different kinds of ways. They then feel a sense of disempowerment. I can understand that, if the way you think we are actually going to solve this problem is through that system, I can understand that sense of complete debilitating depression, because that system actually can’t do that.”

- Miriam Kaba, Project NIA,

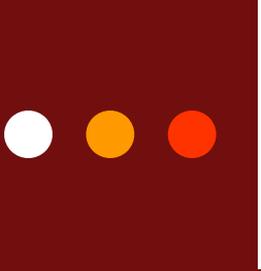
“From “Me Too” to “All of Us”: Organizing to End Sexual Violence, Without Prisons”



Relying on Current Systems

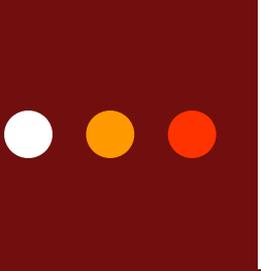
“Not only can’t the system do it, but I think our belief that it can is part of why we feel so betrayed. Some of us who have let go of that betrayal, because we have just stopped trying to get water from a stone. Frankly, the stone is being thrown at us. So, we are now trying to build shelter from the stone and talk to everyone who is coming inside the shelter about what we can do. That, for me, is perhaps why I feel less overwhelmed. It isn’t that I don’t feel like “Wow, we have an unbelievable amount to do,” because I do feel like that. But, I do feel like we have so many more things to try away from the system than with it. What we have begun to create is this shelter together, where we really can focus on who is inside this huddle and work with each person who is there in a more meaningful way to move forward.”

*- Shira Hassan, Just Practice Collective,
“From “Me Too” to “All of Us”: Organizing to End Sexual Violence, Without Prisons”*



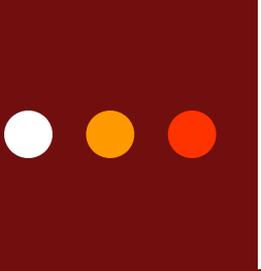
Assumptions / What We Know

- No one is born knowing how to abuse, torture, rape. These are learned behaviors.
- Most people turn to their intimate networks.
- Our communities are not perfect either. “Community-based” is not enough.
- We must ground our responses to violence in the reality of violence. Beyond “good” and “bad.”
- Criminalization, punishment and profit cannot bring about true accountability and healing needed to end violence. We cannot lock-up everyone.



Transformative Justice and Community Accountability

- Responses to violence that do not create more violence and harm.
- Community-based responses/interventions to violence that:
 - do not rely on the state (e.g. police, prisons, criminal-legal system, foster care, ICE)
 - or perpetuate systemic violence (e.g. oppression, vigilantism)
- Actively cultivates healing, accountability, resiliency and safety, for all.
- **Works to transform the conditions which allowed for the act of violence to happen.**
- **Meets our immediate needs, without undermining our long term visions**

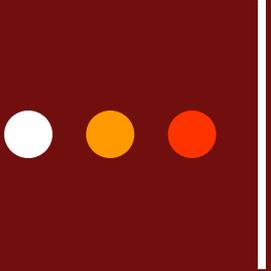


Transformative Justice and Community Accountability

Incidences

Conditions



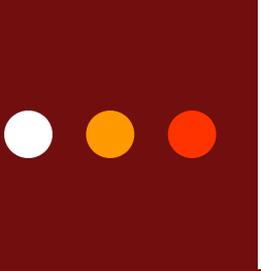


“Responses to Violence”

Violence does not usually begin with serious levels of harm. It begins with signs or smaller violations that, if unchecked, lead to larger violations. We have to come up with processes of intervention that can address violence at its small stages – not zero tolerance approaches that slam people with punitive measures or ban them from spaces immediately, which often encourage people to go underground rather than stop violence. We need measures that are appropriate to the level of harm and that have more possibilities that we can all address and stop violence as we see it occurring.

—Mimi Kim

The Abolitionist, Issue #16, Life After the Prison Industrial Complex



Community Accountability

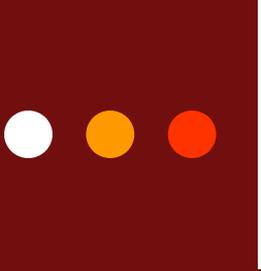
Create and affirm
VALUES & PRACTICES
that resist abuse and
oppression and encourage
safety, support and
accountability

Provide **SAFETY &
SUPPORT** to community
members who are violently
targeted that **RESPECTS
THEIR SELF
DETERMINATION**

**COMMUNITY
ACCOUNTABILITY**

Develop sustainable
strategies to **ADDRESS
COMMUNITY MEMBERS'
ABUSIVE BEHAVIOR**,
creating a process for them
to account for their actions
and transform their behavior

Commit to ongoing development of
all members of the community, and
the community itself, to
**TRANSFORM THE POLITICAL
CONDITIONS** that reinforce
oppression and violence

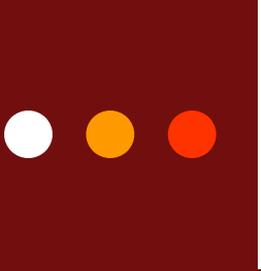


“Accountability”

Accountability is a kind of simple word for a lot of really complicated ideas. But, as close as we can get, accountability is when someone who has perpetrated harm or abuse is able to fully recognize and accept what they've done, regardless of its intention, and to see all of the ways that it has affected the people who are surviving it—the community, themselves, etc. By doing so they are able to recognize and make changes that respect their relationships, support the survivor, and shift their own behavior.

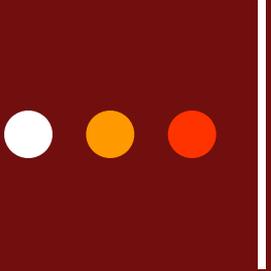
—Philly Stands Up

*Furthering Transformative Justice, Building Healthy Communities:
An interview with Philly Stands Up*



Transformative Justice



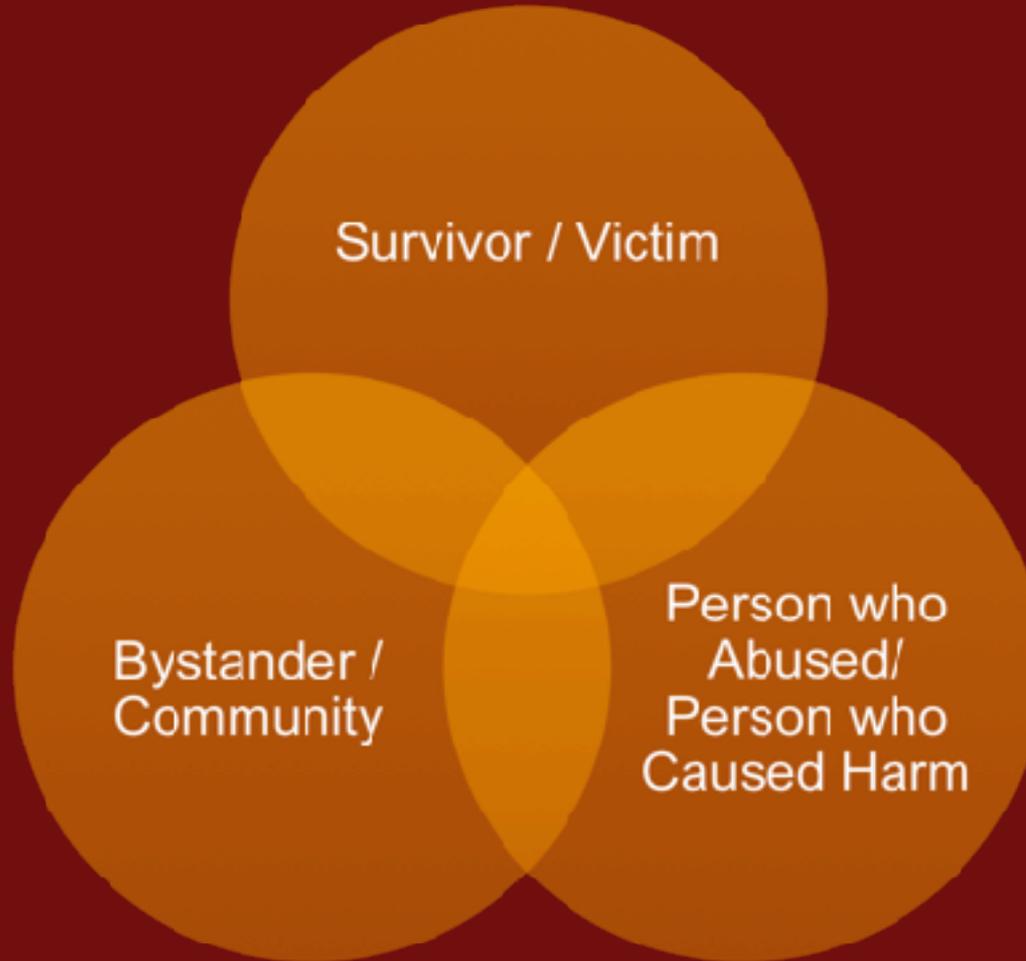


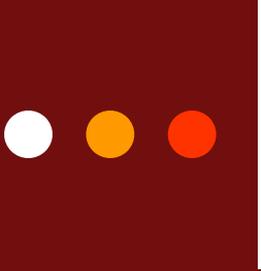
Creative Interventions

- 1) Getting Clear: What Is Going On?
- 2) Staying Safe: How Do We Stay Safe?
- 3) Mapping Allies and Barriers: Who Can Help?
- 4) Setting Goals: What Do We Want?
- 5) Supporting Survivors or Victims: How Can We Help?
- 6) Taking Accountability: How Do We Change Violence?
- 7) Working Together: How Do We Work Together as a Team?
- 8) Keeping on Track: How Do We Move Forward?



Roles



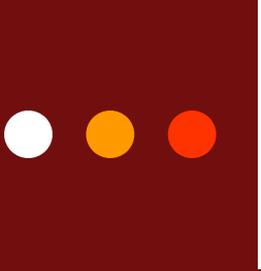


“Survivor”

It's easier to tell you what he did and harder to tell you what I did... I'm afraid that if I tell you the whole story, the extent of the devastation will, paradoxically, get lost. I'm afraid I'll tell the wrong story. I'm afraid that I can never explain just what it was like; that if I do a bad job of sharing my whole truth, then it'll be like I'm lying and all of this healing work will have been for nothing. I'm afraid my story isn't the story you want to hear. I'm afraid to say that my healing means taking responsibility for the fucked-up things I did because then I'm not the survivor everyone wants me to be.

—Shannon Perez-Darby.

The Secret Joy of Accountability: Self Accountability as a Building Block for Change



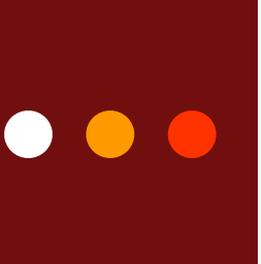
The Importance of Relationships

Through co-facilitating or supporting various accountability processes, we've also learned that men who have caused harm are often easier to reach if they are engaged by people they already trust, and are frequently more likely to be accountable if they can maintain preexisting relationships or even build new ones. When we address the problem through this lens, it becomes clear that the responses often employed to address male violence—public shaming, physical punishment, exile from spaces or a community, calling of the police, or just doing nothing—are insufficient for transforming either the specific harmful behavior or the surrounding conditions. Demonization, isolation, retaliatory violence or state intervention offer, at best, only partial solutions, and can be especially destructive for communities that are already scapegoated and targeted by the prison industrial complex (PIC).

—The Challenging Male Supremacy Project (CMS)

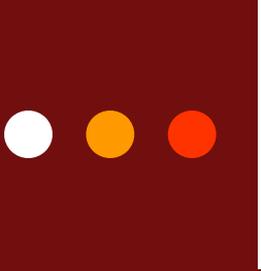
What Does It Feel Like When Change Finally Comes?

Male Supremacy, Accountability and Transformative Justice



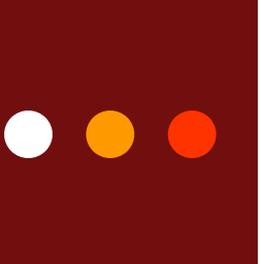
Bay Area Transformative Justice Collective (BATJC) Values

- **Interdependence**
- **Integrity and authentic connection**
- **Trust**
- **Compassion**
- **Humility and courage**
- **Healing**
- **Responsibility and accountability**
- **Sharing and sustainability**
- **Transformation and growth**
- **Liberation and possibility**



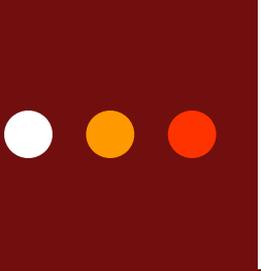
Bay Area Transformative Justice Collective (BATJC) Principles

- **Value-based work**
- **Personal and systemic transformation**
- **Building through relationship and trust**
- **Taking accountability**
- **Building relationships in service of liberation**
- **Showing up for each other out of duty and choice**



Bay Area Transformative Justice Collective (BATJC) Values

- **Proactively taking accountability**
- **Prioritizing our relationships with our selves and each other over goals**
- **Encouraging decentralized growth**
- **Holding the humanity and dignity of everyone**
- **Holding contradictions and complexity**
- **Practicing transparency while holding confidentiality**
- **Engaging in personal growth and healing work outside of group**
- **Collective action**
- **Challenging oppressive dynamics in the service of connection and trust**
- **Engaging in conflict openly and honestly**
- **Putting the work first and keeping it moving forward**
- **Individual and collective reflection and adaptation**



Organizing to Create Alternatives

I am not proposing that sexual violence and domestic violence will no longer exist. I am proposing that we create a world where so many people are walking around with the skills and knowledge to support someone that there is no longer a need for anonymous hotlines. I am proposing that we break through the shame of survivors (a result of rape culture) and the victim-blaming ideology of all of us (also a result of rape culture) so that survivors can gain support from the people already in their lives. I am proposing that we create a society where community members care enough to hold an abuser accountable so that a survivor does not have to flee their home. I am proposing that all of the folks that have been disappointed by systems work together to create alternative systems. I am proposing that we organize.

—Rebecca Farr

Communities Against Rape and Abuse