

# GUIDING FRAMEWORKS:

HOW WE APPROACH OUR WORK, TREAT OTHERS AND DO WHAT WE DO!

## ANTI-OPPRESSION

a recognition that oppressions exist in our society, largely based on an individual's access to personal, institutional and societal power, and focuses on ending these oppressive practices through social justice.

- Connects various forms of oppression and violence TGNC people experience to intimate relationships
- Acknowledges privilege and power

## TRANSFORMATIVE JUSTICE

a way of practicing alternative justice which acknowledges individual experiences and identities and works to actively resist the state's criminal injustice system.

- Safety, healing, and agency for survivors
- Accountability and transformation for people who harm
- Community action, healing, and accountability
- Transformation of the social conditions that perpetuate violence
  - systems of oppression and exploitation, domination, and state violence

## TRAUMA INFORMED

an approach that involves understanding, recognizing, and responding to the effects of all types of trauma.

- All TGNC individuals are survivors of violence and trauma
- Understands violent experiences as part of a larger spectrum of violence/ systems of violence

## HARM REDUCTION

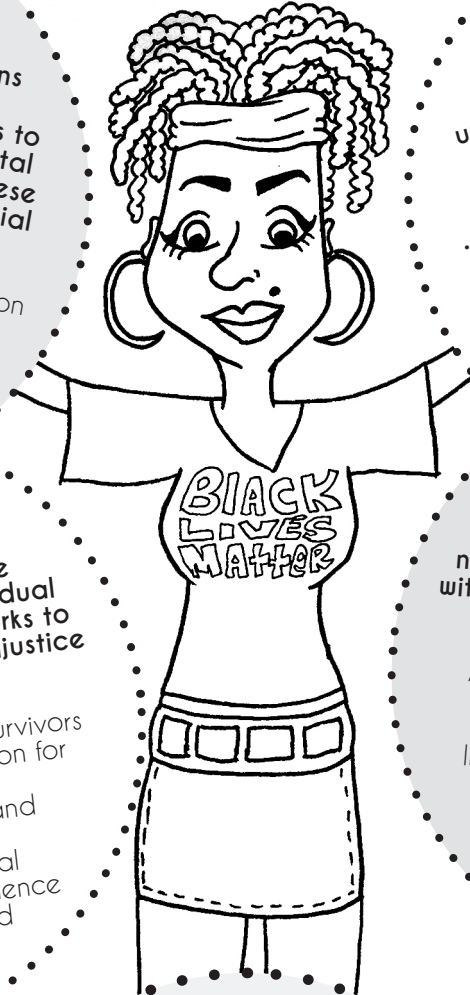
a set of practical strategies and ideas aimed at reducing negative consequences associated with behaviors traditionally viewed as "harmful" or "bad."

- A model that connects to the anti-violence movement
- Safety planning and options
- Individual decisions are accepted
- No pre-defined outcomes
- Importance of relationship building

## POSITIVE YOUTH DEVELOPMENT

intentional efforts of other youth, adults, communities, government agencies and schools to provide opportunities for youth to enhance their interests, skills, and abilities.

- Primarily focused on youth-led activities and leadership models
- Peer-to-peer conversations and trainings
- Adults are accountable to youth, their needs and experiences



# THE GROUND RULES



## = Respect/Risk

- Treat each other with respect, even if you disagree. No putdowns.
- Only one person speaks at a time. Listen carefully to each other without interruptions.
- These conversations and topics can feel risky or uncomfortable. Lean into the discomfort and recognize that conflict is vital for growth.



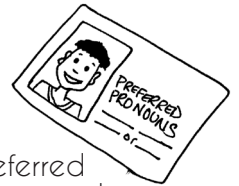
## = Openness, Oops/Ouch AND One Diva, One Mic

- Speak honestly. The most respectful thing we can do together is to be real.
- Be willing to say what you really think about each topic. If you hold back, we cannot learn from you.
- If someone or something offends you, we encourage you to assume good intentions of the speaker and say, "Ouch." Let the speaker finish, and then tell the group how you were hurt or angered by the statement and why. If you offend someone, quickly catch yourself and say "Oops." Own your mistake and quickly apologize.
- If someone is speaking, try to wait until they are finished talking before you speak. Try not to talk over one another. No Miley/Nicki/Bieber celebrity death match.



## = Participation/Pass AND Preferred Pronouns

- Speak briefly so everyone has a chance to participate.
- Stay on the topic at hand.
- Example: "My preferred pronouns are he/him/his" or "My preferred pronouns are she/her/hers but I will respond to traditionally masculine pronouns as well" or "I prefer gender neutral pronouns like they/them/theirs or ze/zir/zes."



## = Education/Escuchar (Spanish: to listen)

- The facilitators are not experts. They are here to help facilitate the process.
- Everyone has come to the table to learn, grow, and share.



## = Sensitivity/Safety, Switch off your cell phones and No Shade

- Use "I" Statements. Speak only for yourself, rather than as a representative for any group. Remember that others are only speaking for themselves.
- Confidentiality is important. Speak about what is happening, not who said it.
- If you discuss someone having hurt you, you wanting to hurt someone else or wanting to hurt yourself, someone will be checking in with you to see if you are okay.
- Keep your cell phones away and try not to text during a workshop or discussion.
- We know you're fierce! But try not to be shady. No one wants to be friends with someone who uses insults, put downs or passive aggressive comments to communicate.

