

BUILDING *MOVEMENT* CONVERSATIONS

A Conversation Guide

Engaging to End Violence Against Girls and Women
through the Move to End Violence Vision & Pivots



MOVE TO *END* VIOLENCE

a program of the NoVo Foundation

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INVITATION

Our experience as the first cohort of Move to End Violence was transformative in that it gave all of us the space to step back, vision, and have critical conversations as movement makers.

Every step of the way we were aware of and humbled by our connection to the larger movement and how we might contribute to it. As a cohort, we considered how to share the work and thinking of our Move to End Violence experience. Coming together with you, our close allies and friends, to share stories and talk about a new direction for our movement in December 2012 was the first step.

Now, we invite you to bring these conversations home to your organization and community as part of a movement-wide engagement process. By using the tools of dialogue, storytelling, and reflection, we see this as a next step for organizing and strengthening our movement. We are excited about the opportunity for conversations to broaden and expand our collective thinking and lift up actions we can take to build our movement. We are asking you to gather your closest colleagues, constituents, and/or core partner-allies in your network and explore the vision and the pivots that we have discussed here at **Building Movement 2012**.

Our intentions are to build critical mass; catalyze a rich, nationwide conversation; foster alignment; and move forward together as a reinvigorated movement to end violence against girls and women in the United States. We hope that you will find this guide helpful as you prepare to lead your Building Movement Conversations.

2. WHY CONVERSATIONS?

WHY?

What is the goal?

Our goal as the pilot cohort of Move to End Violence is for each of us at Building Movement 2012 to initiate conversations throughout the movement to end violence against girls and women, and beyond. These conversations will explore our vision as a movement and what shifts we need to make in our work to make that vision a reality, kicking off our collective movement building efforts.

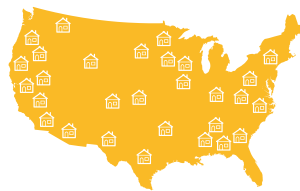
What do we want to accomplish?

Your participation in Building Movement Conversations will help us organize and build the movement in four significant ways:



Build critical mass:

Together we will begin to identify and engage people and organizations in our networks that are committed to moving with all of us to make our vision of ending violence against girls and women a reality.



Catalyze conversation:

We hope that the vision and pivots we have articulated will serve as catalysts to sharpen our analysis as a movement, deepen our collective practices, and reconnect us all to our personal and collective purpose in doing this work.



Foster alignment:

We also believe that critically engaging with the vision and pivots will help us identify key areas of unity, so we can be strategic and foster alignment about what we are working towards as a movement and how we can get there. With this alignment, we will be able to move more powerfully and strategically to end violence against girls and women.



Move together:

Finally, we aspire to link and activate a network of people and organizations that will be energized to move together towards our bold vision for change.

How will we do it?

In this initial phase, we'd like to partner with you in the following:

- **Start by having a Building Movement conversation** (or conversations) with others in your organization or community. The rest of this guide will help you plan, prepare for, and lead these conversations.
- **Then tell us how it went by filling out a Survey Monkey (bit.ly/BuildingMovementShareBack)** by February 28, 2013. Preview the questions for the Survey Monkey in the Share Back Prep Worksheet in the Resources section of this Guide.
- **Within a month of receiving all of the share backs, we'll turn around the learnings, including the capacity and interest in the movement to make these pivots,** any gaps or blind spots to be aware of, examples of where these pivots are already happening, and insights on how we can advance this vision for our work to end violence against girls and women. We will also identify a mechanism to share the conversation process and outcomes with the broader movement, as well as possible next steps.

3. ORGANIZING A BUILDING MOVEMENT CONVERSATION

ORGANIZE

Below we have outlined suggestions for how to organize a conversation based on our experience at Building Movement 2012. Feel free to tailor the process to your group. For support in planning your conversations, please contact any member of the pilot cohort, or email network@movetoendviolence.org.

We encourage everyone to create spaces for these conversations that allow participants to bring their full selves into the room. We hope that these conversations are an opportunity for us all to slow down, pause, and engage creatively with each other. This process is also an opportunity to be fully present with our colleagues and partners in new ways, allowing us to take a step back and gain a fresh perspective with renewed energy. Our hope is that this will help us be more impactful and strategic.

Getting Started

Who: Gather a small to medium sized group of your closest colleague, constituents, and/or core partner-allies.

What: Schedule a 1.5 – 2 hour gathering. Engage your colleagues in a conversation about the movement to end violence against girls and women in the United States, both what we are working towards and what we need to do to get there.

When: Have the conversation by February 28, 2013. Find a time when participants can relax and be reflective

Consider scheduling a brown bag lunch or using a staff or team meeting.

Preparing to Facilitate

Plan your agenda – We have included a sample facilitation outline below as a point of reference, but encourage you to adapt and enhance this to best suit your group. Consider starting with the vision and one pivot. If there is good energy and people want to meet again, additional pivots can be added. Another option is to discuss the vision and all three pivots in the initial conversation and go deeper into one or more pivots as a follow up.

Organize and prepare your group – As you recruit conversation participants, consider sharing your experience at Building Movement 2012 and the Move to End Violence Vision Statement to prepare them. In recruitment and planning be aware of power and other group dynamics that could prevent participants from speaking candidly.

Recruit a note-taker – Because it will be important to capture what happens in the conversation, involve a colleague as a note-taking partner.

Create a spacious, creative and safe space – Establish shared agreements around confidentiality and ways of participating in the conversation. Schedule a time when participants can be fully present and dig in. Consider what else might help create a space for deep and critical thinking such as food, music, or art supplies.

Gather materials – Based on how you tailor the Building Movement Conversation agenda for your group, consider gathering the following materials:

- (1) Flip chart paper, markers, and tape for taking notes
- (2) Flip charts prepared with agenda, vision, pivots, and share back prompts
- (3) Enough copies of handouts for participants (see the resources section of this Guide) including Overview of Move to End Violence, Vision Statement, The Vision Wheel, *Calling the Circle*, and *Fire*
- (4) A copy of the Share Back Prep Worksheet for your reference as you discuss the share back process with your group

4. HAVING THE CONVERSATION: SAMPLE AGENDA

TALK

We have included a facilitation process below as a source of inspiration for your conversations. Feel free to adapt the process to best engage the group(s) you are convening. Members of the pilot cohort are available to support you in planning your conversations, or you can email network@movetoendviolence.org.

Opening (10-15 minutes)

Begin with an overview of the Building Movement Conversations process. Share information about Move to End Violence and your experience at Building Movement 2012. Consider handing out copies of the Overview of Move to End Violence in the Resources section of this Guide, if it is helpful.

Share why you are excited or why it is important to you to engage in conversations about our work as a movement, where we are headed, and what shifts or pivots we need to make as a movement to get there.

Depending on your group, have them **introduce themselves** and why this type of conversation might be important to them.

Consider handing out and having the group read *Calling the Circle* as you **transition to discussing the Vision**.

CALLING THE CIRCLE

It has always been scary
to step into the circle of firelight,
to show up in the company of strangers,
to ask for entrance or to offer it. Our hearts race—
Will we have the courage to see each other?
Will we have the courage to see the world?
The risks we take in the twenty first century
Are based on risks human beings took
Thousands of years ago.
We are not different from our ancestors,
They are still here, coded inside us.
They are, I believe,
Cheering us on.

—Christina Baldwin

Vision (20-30 minutes)

Provide an overview of the vision utilizing the vision paragraph from the Move to End Violence Vision Statement and the Vision Wheel (see Resources) based on what will work best for your colleagues (e.g. put on flip chart, read together, hand out copies in advance).

Share your own story about or connection to the vision. Choose a story or example that brings the vision alive and demonstrates what is new or possible with this vision. What would it be like to live in a world/community where the vision is manifest? What would that world be like for girls and women? What would be different for our communities as a whole?

Have the group share stories of what they find compelling about the vision, where they see the vision in action, and/or have your group write a poem or draw an image in response. Be creative! Have your note-taker capture the discussion on flip charts both for the group's understanding and to support the Share Back of your Building Movement Conversation.



OUR VISION

We envision a world of interconnected people and communities actively working toward a society where all girls and women are safe and valued, and where everyone can reach their full potential. Our vision is for a world rooted in peace, justice and equality where violence against girls and women is no longer inevitable and where all people can fully exercise their rights. In this vision, we stand together with those who are oppressed and fight injustice, even in the face of resistance. In this vision, we work to create communities that are safe, loving and respectful of everyone's inherent human dignity. In this vision, we believe that meeting the needs and building the agency of the most vulnerable are essential to our collective progress and are the measure by which we judge our success. We all have a role in creating and living this vision.

Pivots (40-55 minutes)

Provide overview of all three pivots (10 min)

To achieve the vision discussed, our movement needs to change how we work. The Move to End Violence pilot cohort offered three fundamental shifts or pivots that can help us make this change. See Resources section of this Guide for descriptions of all three pivots that can be shared with participants.

Share the pivot (we recommend starting with one: *Proactive, Interconnected, or Social Change*) you have chosen to discuss based on what will work best for your colleagues. Depending on the group, you might send it out as reference pre-reading, put it on a flip chart, or read it out loud together.



PIVOT I: PROACTIVE

We need to move from reactive to proactive, pursuing a bold vision for change.



PIVOT II: INTERCONNECTED

We need to move from a fragmented field working in silos to an interconnected movement that has exponentially greater impact.



PIVOT III: SOCIAL CHANGE

We need to move from a primary focus on meeting the immediate needs of people impacted by violence to an integrated approach that combines services and social change.

Share a story about the pivot. Choose a story that illustrates both the “to” and “from” aspects of the pivot. Why does the pivot speak to you? What are your own experiences with this pivot?

Ask for 2-3 thoughts or reactions.

How did you experience the story?

Does this pivot resonate with you? Why or why not?

If yes, why does the movement need to make this pivot?

If no, what other shifts does the movement need to make?

Provide instructions and time for small group work (15-20 min.)

Depending on the size of the group, get into groups of three; introduce selves.

Have them share their emotional response to the pivot, and then share a story about the pivot that is meaningful to them – either where we are pivoting from or what we are pivoting to, or both, or the need to make a different pivot (if the one presented does not resonate).

Small groups then spend 10 minutes discussing the stories – identifying points of connection between stories as well as common and divergent themes.

Bring people back together (15-25 min)

Thank the group for sharing stories. Turn to a discussion of what was shared, using the following facilitation questions. Have your note-taker capture the discussion on flip charts both for the group's understanding and to support the Share Back of your Building Movement Conversation.

(Warm Up Questions)

Debrief the experience of engaging in this type of discussion using stories as the starting place.

- *How is it different or useful?*
- *What do our stories about this pivot tell us about our work as a movement?*
- *What would be possible for us if we made this pivot?*
- *How will that get us towards our vision?*

(Questions for Share Back)

- *What inspires you? Share where and how this pivot is being done well in the movement.*
- *What are some of the strengths we can build on?*
- *What implications does the pivot (and vision) have for our work?*
- *What specific things can we do to make this pivot:*
 - *As individuals*
 - *In our organizations*
 - *In our collaborations, partnerships, coalition work*

Closing (15-20 min)

Consider working with the group to decide what you will share back. You can use your flip chart notes and the Share Back Prep Worksheet (in the Resources section of this Guide).

If specific actions were identified to incorporate the pivots into individual, organizational or collaborative work, discuss how that will happen and determine concrete next steps.

Consider passing out copies of and reading the poem **Fire** as a group to close and connect the group to the larger movement building process happening nationwide.

Fire

What makes a fire burn
is the space between the logs,
a breathing space.
too much of a good thing,
too many logs
packed in too tight
can douse the flames
almost as surely
as a pail of water

So building fires
Requires attention
To the spaces in between,
As much as to the wood

When we are able to build
open spaces
in the same way
we have learned
to pile on logs,
then we come to see how
it is fuel, and the absence of fuel
together, that make fire possible.

We only need to lay a log
lightly from time to time.

A fire
grows
simply because space is there,
with the openings
in which the flame
that knows just how it wants to burn
can find its way.

—Judy Brown

5. CONVERSATION SHARE BACK

SHARE

Amplify your conversation by sharing with us how it went. Complete the Share Back Survey Monkey (bit.ly/BuildingMovementShareBack; the questions are in the Resources section of this Guide) by February 28, 2013. If you convened more than one group, please submit a separate survey for each. If you have any questions about this process, please reach out to any of the pilot cohort members or network@movetoendviolence.org.

6. NEXT STEPS: MOVING TOGETHER

We plan to wrap up these initial conversations by February 28, 2013.

We will compile responses and communicate what happened back with you.

We will produce a summary of:

- How many conversations happened
- Where they happened and who was involved
- Why people think we need to make shifts in the movement
- Where these shifts are already happening
- What actions people are going to take to further incorporate the pivots in their work
- What other pivots participants identified that they will take to continue to move towards the vision

By early spring, members of the pilot cohort along with other interested parties will use this process to identify pathways for moving our work forward together. Throughout this time, we hope you will continue to implement any steps you identified individually or collectively to further incorporate the vision and pivots in your work. We will also identify a mechanism to share the conversation process and outcomes with the broader movement.

We are thrilled to partner with you in these **Building Movement Conversations**. We are excited to see what grows out of our ongoing movement building work together to end violence against girls and women.

RESOURCES

The following resources are in this section:

Move to End Violence Overview

Move to End Violence Vision

The Vision Wheel

Poem: *Calling the Circle*

Poem: *Fire*

Share Back Prep Worksheet

OVERVIEW

Move to End Violence is a 10-year program of the NoVo Foundation that aims to strengthen leaders, organizations, and ultimately the entire movement working to end violence against girls and women in the United States.

Every two years, Move to End Violence engages a group of 15 to 20 extraordinary advocates – we call them Movement Makers – in work that helps enhance their leadership, build organizational capacity, and strengthen social change skills. Most importantly, the program creates the opportunity for these leaders to step back from their daily work to reflect on how change is achieved, align around a shared vision, and develop strategies with trusted and talented colleagues for moving forward to end violence against girls and women.

While Move to End Violence is honored to provide space for these essential conversations, we understand that the work of transforming our society belongs to the Movement Makers, their organizations, and the countless other leaders of this movement who share our commitment and are inspired to take action to end violence against girls and women.

We hope that by working together, we can build a cross-cutting social justice movement that values girls and women and achieves justice and dignity for all. Together, we will create a world where all girls and women are safe and respected, and everyone can reach their full potential.

STAY CONNECTED

On Twitter: @moveendviolence

On Facebook: Facebook.com/MoveToEndViolence

On Our Blog: MovetoEndViolence/blog

www.movetoendviolence.org

MOVE TO END VIOLENCE VISION

We are a diverse community of activists that come together as leaders in Move to End Violence to imagine what a more invigorated and powerful movement committed to ending violence might look like. Move to End Violence is a 10-year program of the NoVo Foundation designed to strengthen leaders, organizations and the entire movement working to end violence against girls and women in the United States. Every two years, the program selects a group of individuals to participate in an intensive experience to grow their leadership and collaboration and develop bold strategies.

We believe that the problem of violence against girls and women is so massive and systemic that we need to take a different approach, one focused on mobilizing individuals and communities to address the root causes of violence. We invite all movement activists and leaders to join with us to build the critical mass needed to truly end violence against girls and women.

A few guiding concepts underpinned our conversations and work during the past two years:



- Our movement must place the most marginalized girls and women at the center of our efforts. When we see the world through the eyes of the most marginalized, we can see most clearly not only the problems we face but also the solutions we need. Marginalized girls and women who experience violence, including low-income women, women of color, immigrant women, native women and LGBTQ-identified people, face multiple forms of oppression which compound each other and profoundly impact their experiences with and responses to violence. Focusing on marginalized girls and women means ensuring that our actions, strategies, policies and programs not only respect and reflect their experiences but also serve to advance their agency and leadership in their own lives and in the movement at large. This is essential to our success in ending violence against all girls and women and in the broader struggle against oppression and social injustice.



- Violence against girls and women is part of the continuum of gender oppression and is fueled by social injustice including patriarchy, sexism, racism, classism, homophobia, transphobia, religious discrimination and anti-immigrant sentiment. To truly eliminate violence against girls and women, we must address the larger systemic issues that generate and sustain it.

MOVE TO END VIOLENCE VISION



- Our movement is inextricably linked to other struggles for social justice. Our success depends on the success of all movements for justice and dignity. Only by developing cross-movement partnerships can we become a powerful force in the broader fight for social justice and only then can we build the critical mass within our own movement needed to achieve our goal.

We believe our movement needs to be as expansive as the vision to end violence against girls and women. That means there is room for all of us to innovate, dream and come together to create a new path. Now is the time to join together to renew our movement and to pivot from where we are to where we want and need to be – bold, revitalized, inspired, aligned and strategic.

Our Vision



We envision a world of interconnected people and communities actively working toward a society where all girls and women are safe and valued, and where everyone can reach their full potential. Our vision is for a world rooted in peace, justice and equality where violence against girls and women is no longer inevitable and where all people can fully exercise their rights. In this vision, we stand together with those who are oppressed and fight injustice, even in the face of resistance. In this vision, we work to create communities that are safe, loving and respectful of everyone's inherent human dignity. In this vision, we believe that meeting the needs and building the agency of the most vulnerable are essential to our collective progress and are the measure by which we judge our success. We all have a role in creating and living this vision.

MOVE TO END VIOLENCE VISION

How We Get There

To achieve this vision, our movement needs to change how we work. Below are three fundamental shifts or “pivots” that can help us make this change.

Pivot I – Proactive:

We need to move from reactive to proactive, **pursuing a bold vision for change.**

Our movement has made tremendous strides during the past 30 years. We have identified violence against girls and women as an urgent priority and set up vital services in every state in the nation. We have developed policies and laws to protect those who experience violence and hold accountable those who use violence. However, we now spend most of our time addressing the overwhelming need and responding to an often hostile political landscape. Too often we are on the defensive and suffer from stagnation and burnout. To truly end violence against girls and women, we must proactively pursue a bold vision for change. Specifically, we need to:

- Believe that a world without violence is attainable and clearly articulate and embrace our vision.
- Advocate for and strategically use funding so that we prioritize prevention along with intervention and take holistic approaches that transform systems and communities alike.
- Celebrate innovation and risk taking.
- Be nimble and strategic, and galvanize the political will to proactively set our policy agenda.

Pivot II – Interconnected:

We need to move from a fragmented field working in silos to **an interconnected movement** that has exponentially greater impact.

Our movement has become more specialized and developed greater expertise to serve and advocate for the needs of those impacted by violence. Unfortunately, this specialization has also led to an emphasis on short-term, fragmented approaches and greater isolation within the field and across movements. We need to work together strategically to generate the profound, long-term impact we seek. Specifically, we need to:

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- Recognize that we are part of an ecosystem where all people and organizations in our movement are connected and where each has an important role to play.
- Harness the current expertise in our movement and other social justice movements for strategic collaboration, coordination and cooperation.
- Coordinate to build sustainable, collective leadership, recognizing that there is value in both sharing leadership and at other times strategically deciding who steps forward.
- Ensure that service providers and advocates within the movement work in full partnership to achieve our long-term vision.

Pivot III – Social Change:

We need to move from a primary focus on meeting the immediate needs of people impacted by violence to **an integrated approach** that combines services and social change.

Our movement has a proud history of social justice organizing, but we have shifted away from those roots. Providing services and changing how systems respond to violence must remain priorities. However, they alone cannot effect the societal change necessary to create a world where all girls and women are safe and valued. We need to reintegrate a social change approach into all our work by supporting the leadership of girls and women who experience violence and mobilizing communities to address its root causes.

Specifically, we need to:

- Collaborate with other social justice movements to embrace a broader agenda that challenges the systemic injustices, cultural norms, attitudes and beliefs that are the root causes of violence against girls and women.
- Engage communities to make ending violence a top priority and support them to develop solutions that ensure girls, women and all people are safe and valued.
- Invest in supporting the leadership of people impacted by violence to be agents of change, both in their own lives and in their communities.
- Measure the success of our services and advocacy by how they meet the needs and build the agency of girls and women who experience violence, especially those most marginalized.

Approaches We Need to Take

To make the pivots described above, we need to take better care of ourselves and each other and develop practices for better communication and understanding. We believe these approaches are essential for the transformation of our movement.

MOVE TO END VIOLENCE VISION



Deep and Sustained Care for Ourselves and Each Other

The pace we've adopted to keep up with the scale and scope of violence against girls and women is unsustainable. As writer and monk Thomas Merton said,

"The frenzy of our activism neutralizes our work for peace. It destroys our own inner capacity for peace, because it kills the root of the inner wisdom which makes work fruitful."

We cannot develop and implement visionary strategies for change in the long term if we are exhausted and burned out in the short term. To shift our work and movement culture, we need to care for ourselves and each other in a markedly different way so that as a movement we can move beyond surviving to thriving. By transforming ourselves, we will be able to engage in work that can actually transform our society. We also will see how interdependent we really are and how that requires us to support one another to bring our best and most powerful selves.

Honest and Compassionate Communication

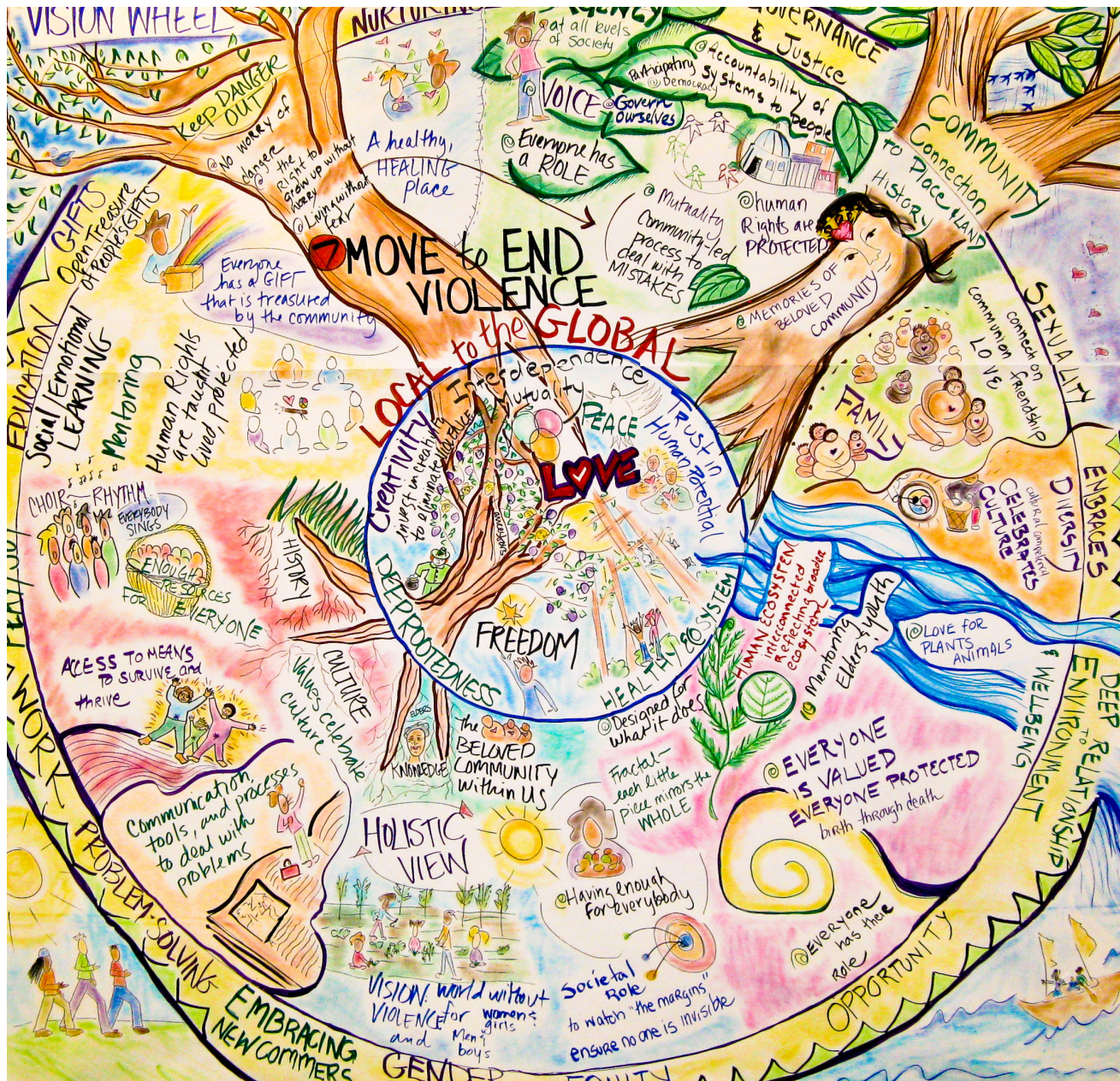


For too long, our movement has been fractured – a state that undermines our collective power. Meaningful partnership among all those working to end violence and oppression is crucial to our success. We need to build on the areas where we align and develop the trust needed to have honest conversations and articulate areas of disagreement. We need to be creative in finding a “third way” to move forward together when we disagree. We need to establish a consistent and collective practice of engaging in this type of authentic communication across all of our fields, roles and organizations. These relationships are necessary to face immediate challenges and the formidable ones ahead, and they are critical to our capacity to put our vision into practice.

Moving Forward

As a first step toward building a renewed movement to end violence against girls and women, we urge you to talk with your organization, network or community about this vision and the actions needed to achieve it. Please also visit our website, www.movetoendviolence.org, and sign up for email updates and encourage others to do the same. We feel honored to partner with you in this process and hope you will stay connected with Move to End Violence, with us and with one another as we move forward together.

THE VISION WHEEL



CALLING THE CIRCLE

It has always been scary
to step into the circle of firelight,
to show up in the company of strangers,
to ask for entrance or to offer it. Our hearts
race—

Will we have the courage to see each other?

Will we have the courage to see the world?

The risks we take in the twenty first century

Are based on risks human beings took

Thousands of years ago.

We are not different from our ancestors,

They are still here, coded inside us.

They are, I believe,

Cheering us on.

—Christina Baldwin

FIRE

What makes a fire burn
is the space between the logs,
a breathing space.
too much of a good thing,
too many logs
packed in too tight
can douse the flames
almost as surely
as a pail of water

So building fires
Requires attention
To the spaces in between,
As much as to the wood

When we are able to build
open spaces
in the same way
we have learned
to pile on logs,
then we come to see how
it is fuel, and the absence of fuel
together, that make fire possible.

We only need to lay a log
lightly from time to time.
A fire
grows
simply because space is there,
with the openings
in which the flame
that knows just how it wants to burn
can find its way.

—Judy Brown

SHARE BACK PREP WORKSHEET

Please fill out a Survey Monkey to share back your conversations with us.

Visit bit.ly/BuildingMovementShareBack and complete the form by February 28, 2013.

Below, you will find a copy of the questions from the Survey, so that you can facilitate your conversations with these questions in mind.

The Basics:

Where was the conversation held (location)? _____

How many people attended? _____

Tell us about the participants. Please share any level of detail that you see fit: individuals' names, names of organizations, types of organization, etc. _____

How long did the conversation last? _____

Which of the following pivot(s) did your group discuss in depth? (1) Proactive (2) Interconnected (3) Social Change (4) Other _____ (multiple choice)

Facilitator Impressions:

Please share a few sentences about the following questions:

How did it go? Was the process engaging and useful? Please share your impressions.

Is there momentum to continue in this conversation? Did your group show interest in this process of engaging with and taking action around the vision and pivots (or around movement building generally)?

Share Back:

What is exciting or inspiring to you in the movement landscape that reflects the vision or pivots in action? Can you share 5-7 people and/or organizations that are making the vision or pivots a reality in their work?

What are the implications of the vision and pivots for your work?

What action/action steps did you commit to?

As individuals

In your organizations

In your collaborations, partnerships, and coalition work

What else came out of the conversation that would be interesting to share?

Materials or Products:

Please consider sending us scanned versions of your notes, pictures, poems, or art that were captured during these sessions. We would love to see them! You can send them to us at network@movetoendviolence.org.



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