

Spring Up Transformative Justice for Gender based Violence Values & Practices

VALUES are ideals we strive to live up to

Practices are behaviors we hold ourselves accountable to in order to best enact our values

1- TRANSFORMATION: People, systems, and cultural norms are capable of transformation. Transformation is more than intention; it takes strategy, planning, time, study, self reflection, a support system helping you, and the tools to implement new habits and beliefs

- **Storytelling:** *Stories are the most effective way to transform our mindset and shift the way we relate to the world. Through stories we learn to empathize with people we didn't know we had connections, gain the power to imagine choices we didn't perceive before, and redefine our narratives of self to integrate and heal from trauma. These transformations in mindset are consensual, lifelong, adaptable, and self-guided.*
- **Reflection & Evaluation:** *A culture of reflection facilitates learning from our mistakes and integrating feedback. Cyclical and ongoing evaluation supports us in understanding ourselves, identifying patterns, and choosing how we want to evolve and grow.*

2- HEALING: Healing is a process, not a destination; while we always hope for healing, it is an ongoing process that cannot be bounded. The intention of Transformative Justice is to give survivors and communities the tools, support, and agency to address harm and create a strategy to grow forward. Many people in movement spaces can name their traumas and triggers, less can name what they are doing to heal from and address them. We make space for how trauma shows up and also challenge ourselves to do the work to find and use tools to address it and heal.

- **Care for yourself & your people:** *We do not enter spaces alone - we bring with us our histories, access needs, people who care for and support us, as well as people and animals who depend on us. We want everyone to cultivate a sense of presence in this work, AND balance that with caring for ourselves and our people. We also believe in a "fair trade care economy" where care is consensual, reciprocal, equitably distributed, and appropriately valued ([Care Work](#) by Leah Lakshmi Piepsna Samarasinha).*
- **Accept incompleteness:** *Healing, like anything worthwhile, takes time. We choose not to embrace the emphasis on urgency and completion prevalent within capitalism. Transformation is just as much about having time to plan, process, and integrate as it is about intention and action.*

3- LIBERATION: We believe in the freedom of all people. It is challenging to know how to navigate everyone's freedom, beliefs and desires. It is a valuable skill for all people to cultivate their imagination and learn to find new options in challenging situations. We commit to thinking through unexpected options in building a process that works toward liberty for all.

- **Accountability:** *Accountability is an internal skill (Connie Burk). We believe that mistakes are teachers and facilitate personal and community growth. It is important to be explicit about the norms and mechanisms to address harm (i.e. calling in 1:1, in group, anonymous reporting). In responding to harm we acknowledge intent, and center impact. Keep in mind that accountability is not forgiveness. The perpetrator of violence addressing harm, apologizing, and shifting behavior does not mean the survivor must forgive them.*
- **Consent:** *All of our work must be voluntary, informed, and conscious choices that are reversible. We map the power dynamics and directly counter the structural and community based coercion and pressure to:*
 - a) *victim blame or minimize the harm*
 - b) *scapegoat and discard the perpetrator*
 - c) *place all the responsibility and labor on the survivor or facilitator / advocate*

4- SOLIDARITY: People are experts in their own reality. We work with people directly impacted to get the best picture of conflict or harm, understand the intended goals, and needs of everyone involved. We use a participatory approach to working with survivors, perpetrators, and communities. We also collaborate with and support organizations or individuals that align with our values and approach.

- **Subjectivity and Specificity:** *We all have biases. Each of us were socialized into different norms and have our own ways of noticing and analyzing information. When working in coalition it is really important to place where your thoughts and opinions are coming from by using "I" statements and sharing specific examples instead of making generalizations.*
- **Shared Labor:** *Accountability and transformation are long and messy processes with moving pieces and emotional baggage. The community must come together to share the weight of the work so that the brunt of the labor does not land on the survivor, or on the most marginalized members of the community who are expected to perform care labor. We keep timesheets and logs of labor to be able to evaluate how we are distributing work.*

5- SUSTAINABILITY: the process of accountability is not for quick fixes, or easy solutions. As we cultivate real transformation we must make sustainable and long term changes that maintain after the intervention and permeate beyond those directly involved in the process. It is important to find balance that allows for everyone involved, including facilitators and organizations, to care for ourselves and meet our needs in order to be sustained in our work.

- **Depth without Drowning (NOVO):** *While we want to go deep in our conversations and analysis, it is up to each of us to self regulate and identify the right times and spaces to dig into challenging content. This means making spaces intentionally for deep reflection, analysis, and cathartic feeling cyclically so that we can trust there will be time and space for everything we need.*

- **Emergent Strategy** (adrienne maree brown): *by being flexible creative the process can evolve to meet the needs that are presented in the moment. We must be able to adapt and respond as new information is presented in order to strengthen the process and curriculum.*

6- NONBINARY: Deconstruct dualistic assumptions and binary thinking to embrace nuance, intersectionality, context, and uniqueness. Moving past gendered language that holds assumptions about good girl / bad guy and survivor/perpetuator, but aware of historical patterns, stereotypes, and social expectations associated with identity.

- **Both/And:** *There can be multiple truths or ways of seeing things at the same time. Rather than either/or, multiple choice, or true/false dichotomies we challenge ourselves to find the both/and option that embraces simultaneity and complexity.*
- **Take it or leave it:** *There is no “right” or “wrong” way of healing and transforming, some strategies may be more effective than others, however each situation and person is unique in what will be effective with them. It is up to each of us to share what we believe or what has worked for us, as well as to choose for ourselves what of other people’s insights we want to practice or don’t think is the right fit for our work.*

Learn more with the [Transformative Justice zine](#), [Transformative Justice Mini Class](#), or [Transformative Justice 6 week course](#).