“Wellbeing Design Challenge”

MAWOCN Values, Reflections, and Recommendations

Kishana Smith
October 4, 2023
Meet Your Presenter

Kishana Smith (she/her)
Executive Director at the Massachusetts Women of Color Network, Inc.
Survivor-leader
12 years in the DV/SA field
Business Administration- Concentration in Nonprofit Management
Monday-Friday at 5pm- Drive in Silence
Objectives for this Presentation

1. Understand the importance of centering the voices of survivors
2. Build upon your previous knowledge
3. Explain MAWOCN’s approach to wellbeing in our work
4. Self Reflection
5. Self- Care in the moment; no built in breaks

Take Some Deep Breaths & Set Your Intentions
Full-Frame Initiative’s 5 Domains of Wellbeing

- Social connectedness
- Stability
- Safety
- Access to meaningful resources
- Mastery

We need assets in all 5 domains to thrive!
KEEPING BLACK WOMEN ALIVE
RESPONDING TO INTIMATE PARTNER HIGH RISK IN BLACK COMMUNITIES

JULY 2021

BY THE MASSACHUSETTS WOMEN OF COLOR NETWORK (MAWOCN)

KEEPING BLACK WOMEN ALIVE
1. SHIFT AWAY FROM OVER RELIANCE ON LAW ENFORCEMENT
2. CHALLENGE/UNDO THE STEREOTYPES
3. FUND CULTURALLY-SPECIFIC MODELS AND BEST PRACTICES

BASED ON THE REPORT, WE CREATED A COHORT OF 5 BIPOC WOMEN-LED ORGANIZATIONS TO FURTHER THE WORK OF KEEPING BLACK WOMEN ALIVE.

Meet the Cohort:

THE CENTER FOR HOPE AND HEALING, INC.
OVER 40 YEARS OF SOCIAL JUSTICE ADVOCACY AND SEXUAL VIOLENCE PREVENTION

TRANSGENDER EMERGENCY FUND
CRITICAL ASSISTANCE FOR LOW-INCOME AND HOMELESS TRANSGENDER PEOPLE LIVING IN MA.

LOVE LIFE NOW FOUNDATION, INC.
HEARTS AND HANDS RAISING AWARENESS AGAINST D.V.

YWCA OF CENTRAL MASSACHUSETTS IS ON A MISSION... ELIMINATING RACISM, EMPOWERING WOMEN

BROOKVIEW HOUSE
HELPING COURAGEOUS MOMS LIFT THEIR CHILDREN OUT OF HOMELESSNESS
MAWOCN Values

1. Authentic Connection
2. Imparting History & Knowledge
3. Storytelling
4. “Lifting As We Climb”
5. Sharing Power
6. Community Building
7. Community Care
8. Fostering/Encouraging Thriving
9. Radical Self-Preservation
10. Collective Liberation
Inviting Invitation

Invitation:

- Culturally specific services are created by and for specific cultural communities with an emphasis on the voices and experiences of that community to create the best possible services for them.

Inviting:

- Shift from Cultural Competency to Cultural Humility
- Share power
- Create the atmosphere
- Compensate when possible
- Be flexible
How do we center communities?

Involve the community in defining and addressing service needs

Facilitate learning between providers and communities

Listen

Transparency & Clarity

Undo your bias and foster a culture that welcomes culturally-specific programming

Intentional Hiring and Training

Create respectful and meaningful relationships with culturally-specific programs

Create respectful and meaningful subcontracts

Structure and orderliness
How do we center communities?

Slow and Steady
Do away with or explain the jargon and acronyms
Respect the complexities in culture and language interpretation.
Empower others
Invite criticism, feedback, and input
Be accountable
Resources for support
Honesty
Solicit Recommendations
Continue to check in
MAWOCN Appreciates Your Intentionality and Continued Learning!

Keeping Black Survivors Alive Toolkit Coming at the End of 2024

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